EMBER 1973

THE LABOUR GAZETTE

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Stan Little, one of Canada's most outspoken labour leaders, is hea
CUPE, one of the fastest growing unions in Canada—averaging about 1
new members a month—largely recruited from the difficult-to-orga
categories of white-collar workers and women. See: Shifting Jurisdicti
Phantom Bargaining, and Essential Services.

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Labour Canada Travail Canada

NEWS BRIEFS

■ **After four weeks of strikes against their 11 employer railways, the 56,000-member Associated Non-operating Unions reluctantly ended their fight** in the face of federal legislation. Titled **The Maintenance of Railway Operations Act 1973,** it became effective at one minute past midnight on September 2. The legislation also prevented the operating and shopcraft unions from taking strike action.

The strike began August 23 when the companies refused to agree to a new two-year contract that would have given the non-ops a wage increase of 13.8 per cent for each year of the contract. Although the original demand was later reduced to a 10.8 per cent hourly increase—bringing the total to 21.6 per cent over the two years—the rail companies refused to agree to more than a 7 per cent increase the first year and 6.5 per cent the second year for a total of 13.5 per cent. Sympathetic action by other rail workers brought the total of strikers to 91,000, crippling rail movements from coas coast. Close to 2,000 slo shouting demonstrators pick Parliament Hill and before demonstration ended, about breakaway strikers forced way into the House of Comm by smashing glass door pa They overran security guards occupied the Hall of Honou the Centre Block, before b overcome by a reinforcemer RCMP constables.

At the time of the strike, the op workers were earning an age of $3.54 an hour, which them $141.60 for a 40-hour v The new legislation calls for visional increases of 34 cent hour effective January 1, 197 per cent January 1, 1974 an per cent on July 1, 1974, brin the straight time average h wage to $4.19 by July 1, 1974.

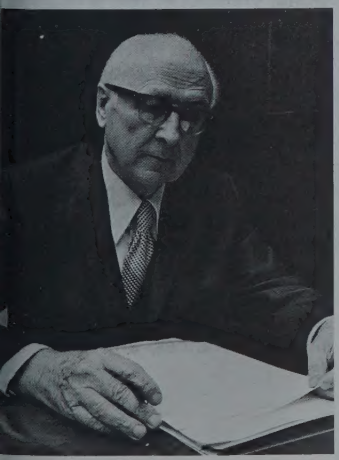
Shopcraft employees who no ceive a straight time ave hourly rate of $4.06 an hour, receive $4.75 by July 1, 1974. shopcraft and railway oper employees will receive incr of 8¼ per cent on January 1, 6½ per cent on January 1, 1974

per cent on July 1, 1974. Dr. hn J. Deutsch, principal of ueen's University, has been apointed by the Government as a e-man Industrial Inquiry Comission to investigate the cost of proving the rail companies' ension plan.

though the majority of the nonos grudgingly accepted the legistion and returned to work, **about 000 workers in Vancouver defied e back-to-work order for nine ays.** The Government started layg charges on September 8 under e Criminal Code, but later opped them when the militant ancouver rail workers agreed to turn to work.

retired judge of the Supreme ourt, Mr. Justice Emmett Matew Hall, long known for his fair nd humane decisions, has been ppointed as arbitrator. Mr. Justice all will not only investigate the age issues involved, he will udy job security demands and nalyse the actual wage gains in e light of cost of living rises.

ail workers have gone on strike nly twice in the last 23 years. rikes in 1950 and 1966 were both nded by government emergency gislation.



mmett Hall

■ **Public servants' pensions are to be increased,** in some cases by as much as 11.4 per cent. About 100,000 retired RCMP, armed forces personnel, MPs and other public servants will be receiving the raises, **based on the cost of living index** as computed by Statistics Canada. Previously, the increases in pensions for retired public servants have been limited to 2 per cent a year. The boosts, along with increases already approved in old-age pensions, will soften the impact of soaring prices on persons living on fixed or small incomes.

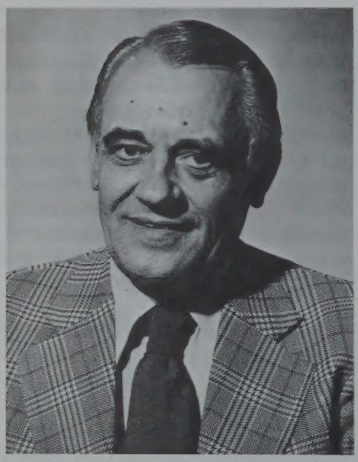
The Government's bill calling for the increases was given a swift second reading and sent to a committee for detailed study; then the Commons turned its attention to the second reading debate on another government bill to raise family and youth allowances to $12 a month.

■ **The Ontario Workmen's Compensation Board is now undergoing major changes** as a result of the report of a three-man task force appointed by the Ontario Government to investigate complaints about the Board.

One of the major changes is that **the position of chairman has passed from Bruce Legge to** one of the task force members, **Michael Starr,** former federal Minister of Labour. Legge, a Brigadier General in the Canadian Militia, resigned from the Board on September 4, and the Ontario Cabinet appointed Starr as acting Chairman.

Some 114 submissions were sent to the task force. Criticism levelled at the Board cited the impersonal and sometimes "insensitive" approach to human problems. Suggested changes would pare down the Board's top management from 12 to 8 persons, **change the name of the Board to Ontario Compensation Commission** and increase its size from three to five members.

Bruce J. Legge



Michael Starr

It was recommended that special counsellors be appointed to assist claimants and others who need assistance with rehabilitation and compensation. The task force urged that more women be appointed to managerial and supervisory positions. It urged also that information and claims centres throughout the province be open at convenient hours with multilingual staff where necessary.

At the moment, the Board handles about 400,000 claims a year, paying them with the help of 140,000 employers who contribute $170-million a year. If the task force has its way, minimum individual assessments to employers will increase from $10 to $25, the Review Committee and Appeal Tribunal would disappear, and Board members and hearing officers would work full time on appeals.

Strongly recommended, too, was the abolishing of the Safety Department. In its place there would be a Council of Safety Associations, chaired by a senior Board manager and made up of representatives from each association, as well as senior officials of the Ministry of Labour.

A steering committee has been appointed to ensure that action will be taken on the needed reforms.

■ **A modified, "Do it Yourself" Local Initiatives Program,** with funding of $83 million, for the winter of 1973-74 was announced in September by Minister of Manpower and Immigration Robert Andras.

Andras emphasized that this year's LIP, although based on the success of previous years, has been substantially altered to involve **more local people in the selection of local projects.**

"The creativity and imagination of many Canadians will be a major factor in solving unemployment this winter. I was particularly impressed by the response of businessmen to my appeal last winter in an experimental element of in which businesses sponsc non-profit LIP projects and c tributed close to 50 per cent o tal costs. The private sector again be welcome to participa LIP on this basis and I hope infusion of community spirit continue."

In addition to $83 million for $17 million will be allocated to **Federal Labour Intensive Prog for a total federal investmen $100 million directed to winte creation.** FLIP is a federal gov ment program designed to sp up the start of departmental p ects in regions where unemp ment is most severe. The $100 lion is over and above the ong commitment for 1973-74 of million in loans to municipal under the Winter Capital Pro Fund.

Primary objective of the job c tion programs, Andras said, is reduction of high seasonal high regional unemployment.

■ **The Chicago-based Air Employees Association, nounced its affiliation** with Canadian Air Line Dispatchers sociation, Toronto, on Augus The U.S. union represents pr sional clerical, office, and pas ger service personnel on nine riers; the Dispatchers h contracts with Canada's lea trunk line, Air Canada, plus t regional companies: Pacific W ern, Transair, and Nordair.

Victor J. Herbert, Presiden ALEA, and S. Ray Chapman, P dent of CALDA, agreed that partnership would benefit organizations in a wide rang labour activity including neg tions, grievances, and other ters.

"Even more important," Herbert said, "is the fact that **our memberships are restricted to professional air line employees.** We have common interests. By working together we strengthen and improve the position not only of our own members, but of all air line employees on both sides of the border."

Serving as a liaison between the two groups will be ALEA's regional director for Canada, John Hayes of Toronto.

■ **Two Canadian educators, specialists in the labour-management relations and labour studies fields have been appointed** to the newly established Academic Standards and Degree Programs Committee of the University Labour Education Association.

Appointed to the Committee are John R. W. Whitehouse, Dean, Institute of Labour and Labour-Management Studies, School of Community Education, Niagara College, and Frances Bairstow, Director, Industrial Relations Centre, McGill University.

The Committee, established in response to a growing interest in labour education and labour studies by post-secondary educational institutes throughout North America, will be responsible for the development of academic standards in the field of labour education and labour studies, with member colleges and universities offering extension courses and programs leading to credit Certificates, Bachelor's, Master's and Doctor's degrees.

The University Labour Education Association is an organization of colleges and universities, with regular and continuing programs in labour studies and labour-management relations for workers. The Institute of Labour and Labour-Management Studies, Niagara College, was the first community college accepted as a member of the Association, when it pioneered development of the credit program leading to the Certificate in Labour Studies, as well as certificate and diploma programs in the fields of industrial and labour-management relations.

Since the Niagara College labour education credit program was launched four years ago, **380 workers, most of them supported through scholarships** offered by local unions, area councils and municipal labour bodies, have registered in courses leading to the Certificate in Labour Studies. Several students have been awarded scholarships to the Labour College of Canada, University of Montreal, while others have been admitted to university industrial relations degree programs.

The Labour College of Canada, and the Industrial Relations Centre, McGill University, have also been accepted as members of the University Labour Education Association.

■ **Professor J. C. Cameron, founder of the Queen's Industrial Relations Centre in 1937, has been awarded an honorary LL.D. degree** by the university for his pioneering contribution to Canadian industrial relations. The degree was conferred at the May Convocation.

Born in Scotland, Prof. Cameron has been teaching industrial relations at Queen's for 23 years. Head of the Industrial Relations Department, he has also been a researcher and writer, government adviser, arbitrator and conciliator. More than 300 graduates now hold an Industrial Relations Professional Diploma, many of them in senior positions in Canada and abroad.

■ The Research and Development Program, Labour Canada, has a new publication titled **Directory of Labour and Industrial Relations Courses.**

The Directory is one of a number of research products produced in consultation with representatives of unions and management under the general heading of "New Initiatives in Industrial Relations Research."

Its status, like the status of the rest of the New Initiatives effort, is still in the development stage. **If the response to the Directory is favourable,** the Research and Development Program will add information from private consulting firms, and make arrangements for regular up-dating and periodic distribution.

Reactions and requests for further information should be addressed to:
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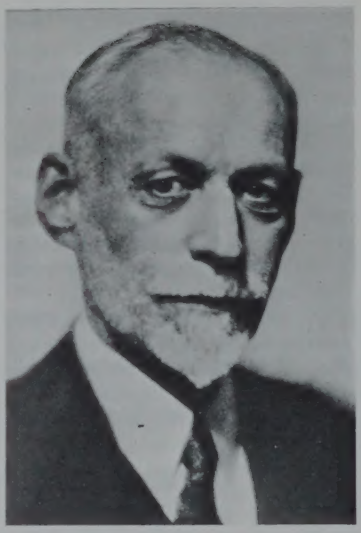


J. S. Woodsworth

■ **The Executive Council of the Canadian Labour Congress has nominated two well-known figures from Canada's labour history to the Labour Hall of Honour. James Shaver Woodsworth** (1874-1942), **and Percy Bengough** (1883-1971) join Claude Jodoin and A. R. Mosher who were nominated by the Executive Council in 1972.

Woodsworth, an active unionist since the 1900s was arrested during the Winnipeg General Strike in 1919 when he was editor of the workers' paper and the **Western Labour News.** Later elected to the House of Commons as a labour representative in 1921, he was the leader of the Independent Labour Party. An ardent and tirel worker for social legislati Woodsworth is credited with introduction of old age pensi which became law in 1927. later became the first presiden the CCF in 1933.

Percy Bengough, a lifelong m ber of the International Ass ation of Machinists, served union movement in a variety elected positions during lengthy career. Vice-president later president of the Trades Labour Congress, a predece organization of the CLC, Be ough was also a dedicated in national unionist. As a membe the governing body of the Inte tional Labour Organization (I and one of the founders of the ternational Confederation of Trade Unions (ICFTU), Bengo carried the voice of Canad trade unionists to many corner the world. He retired in 1954 at the time of his death honorary president of the CLC.

Percy Bengough

INTERNATIONAL ROUNDUP

■ A tripartite steering committee assigned to study **ways of making work more satisfying** for Britain's 23 million workers has been established by that country's Department of Employment. Members from the Confederation of British Industry and the Trades Union Congress are meeting under the chairmanship of Robin Chichester-Clark, Minister of State for Employment. They are carefully studying a recently published report by Dr. N. A. B. Wilson, a senior industrial psychologist, who concludes that **efficiency** and **job satisfaction** are so inextricably **interrelated** that neither can long be sustained without the other. Labour absenteeism, turnover and general unrest result when work is forced at a set pace, when repetitiveness leads to monotony, when organizational structures become impersonal, and when the worker conceives objectives as distant, trivial or meaningless. The report points out that **experiments in providing satisfaction in the workplace have improved efficiency,** reduced costs and lessened turnover rates. **Higher wages,** however, are **a poor incentive,** contributing little to industrial efficiency. Wilson recommends regular surveys of worker attitudes and expectations.

■ A 50-nation survey carried out by The Conference Board, an American management research organization, regards **worker participation** in the U.S. as **"virtually inevitable."** The Conference Board reports that industrial democracy is "winning increased acceptance as **an approach to improving productivity, motivating job satisfaction, and resolving labour-management problems."** Most business leaders, however, "feel that management must resist attemps to limit or usurp its ultimate authority to make board-level decisions."

According to the August number of **Industrial Relations Europe,** a monthly newsletter published by Management Counsellors International, decentralization and diffusion of power among workers at Procter and Gamble's Lima, Ohio plant, has actually improved quality while reducing overall costs by 50 per cent compared with more conventional P & G plants—despite a much higher wage scale. "Now a dramatic move by the International Association of Machinists, AFL-CIO, is whipping up new visibility for the participation idea," says the newsletter. "Under a 1969 union-company savings plan, the huge McDonnell Douglas aircraft complex near St. Louis, Missouri, helps employees to buy company shares. The union believes that at this point it can come to board meetings with 15 per cent of all outstanding shares—constituting the largest single bloc of proxies. And it was precisely a board-level decision that moved the union to campaign for these proxies and to demand a voice in management, to elect some corporation officers, and especially to influence foreign trade policy."

■ The Commonwealth Scientific and Industrial Research Organization (CSIRO) in Australia has introduced a **nine-day fortnight** for 377 employees at two of its laboratories in Melbourne. It is the first Australian government agency to restructure the workweek. The new arrangement was introduced in August on a six-month experimental basis "to assess the merits of a system of working hours that would give more recognition to the needs of the individual worker." It permits employees to have a three-day weekend every two weeks. CSIRO staff normally work a five-day, 36¾-hour week. Under the new scheme they work **eight hours and 10 minutes each day,** giving them a four-day week of 32 hours and 40 minutes and a five-day week of 40 hours and 50 minutes every fortnight. The pilot study has been introduced on a voluntary basis.

■ New Zealand is **a country with virtually no unemployment.** The highest peak of jobless since World War II was in 1968 when the total reached 8,000 for the entire country—less than 1 per cent of the workforce and far below the level considered normal in many industrialized countries. Today the unemployment rate hovers around 0.03 per cent of the workforce—the **lowest rate in any developed country.** But this figure does not tell the whole story. There is in fact a labour shortage because the registered unemployed usually comprise only seriously disabled people who are capable of working at only a limited range of jobs. Many employers in New Zealand complain that this situation leads to high labour turnover, with people often transferring from one job to another just for a change of scene. Another common complaint from employers is that workers, secure in the knowledge that they can easily get another job, lack the incentive to do their best or even to give a fair day's work.

Len Murray

■ **Lionel (Len) Murray, 51, been elected to replace Vic Feather as General Secretary the Trades Union Congress,** wh represents 10 million unioni British workers. Feather bow out after only four years as T leader when he reached the m datory retirement age of 65. successor, an Oxford-educa economist, was appointed at TUC's annual conference in S tember.

Murray, the son of a Shropsh agricultural labourer, joined TUC economic department 1947 after graduating from N College, Oxford. He became he of the department seven ye later, and assistant general sec tary of the TUC in 1969.

■ In addition to its support for a shorter workweek, **Japan's Ministry of Labour has announced plans to encourage the introduction of longer paid vacations, paid educational leave, and flexible working hours.** In view of the decision by the Ministry of International Trade and Industry to take a similar position on working hours, future progress along these lines seems very likely.

■ Two recent judgments by the Federal Labour Court in Germany ruled that **pensions must be adjusted, within limits, to the rising cost of living.** The court recommended that if employers and pensioners cannot agree to an upward adjustment that would match general wage and salary increases, the employer should make a unilateral adjustment taking into account the financial situation of the company or face court intervention.

■ Thirty Nevada doctors have organized **the first local union for physicians in the U.S.,** Local 676 of the Service Employees International Union. SEIU President George Hardy said the union will help the doctors in their fight against health care "profiteering in Nevada by conglomerates." The doctors join some 150,000 nurses, orderlies and other hospital employees who are organized throughout the U.S. by the SEIU. "They have the same need to organize as do all other men and women whose jobs involve the public's health and safety," Hardy said.

■ United Press International reports that **"Britain's opposition Labour Party has signed a new pay agreement** with its headquarters staff **that includes a free cup of coffee** every morning and **a free cup of tea** every afternoon. But the agreement is retroactive to May 1, which means that the 100 staff members have more than 18,000 cups of tea or coffee coming."

50 YEARS AGO

■ The 1923 November issue of **The Labour Gazette** reported two incidents in which labour men were convicted for seditious libel under Section 136 of the Criminal Code: Anyone found wilfully and knowingly publishing any false news or tale, whereby injury or mischief is likely to be occasioned to any public interest, is liable to one year's imprisonment.

The first incident concerned the Cape Breton strikes and labour leader J. B. McLachlan. Following civil and industrial disorders at which the Riot Act was read, a circular letter, signed by McLachlan, at that time Secretary of District 26, United Mine Workers of America, was sent to officers and members of local unions of District 26. The letter charged the provincial police of Nova Scotia with misconduct during the steelworker strike.

"This office has been informed that all the Waterford, Sydney Mines and Glace Bay sub-districts are out on strike this morning as a protest against the importation of provincial police and federal troops into Sydney to intimidate the steelworkers into continuing at 32 cents per hour," the letter stated.

"On Sunday night last, these provincial police, in the most brutal manner, rode down the people at Whitney Pier, who were on the street, most of whom were coming from Church. Neither age, sex nor physical disabilities were proof against these brutes. One old woman over 70 years of age was beaten into insensibility and may die. A boy nine years old was trampled under the horses' feet and his breastbone crushed in. One woman beaten over the head with a police club, gave premature birth to a child ... men and women were beaten up inside their own homes.

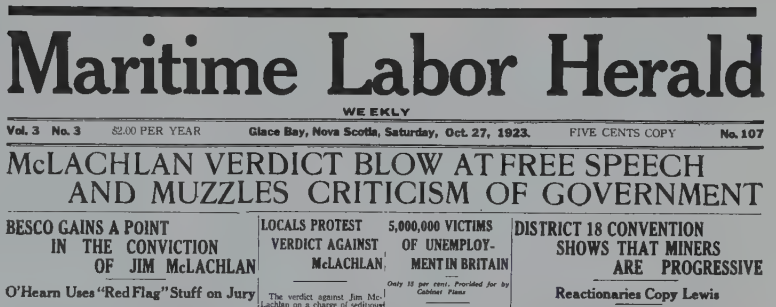
"The Government of Nova Sco is the guilty and responsible pa for this crime. No miner or mi worker can remain at work wh this Government turns Sydn into a jungle. To do so is to si your manhood and allow Ar strong (the Premier of No Scotia) and his miserable bunch grafting politicians to trample yo last shred of freedom on the sar Call a meeting of your local once and decide to spread t fight against Armstrong to eve mine in Nova Scotia. Act at once tomorrow may be too late".

THE MILITANT COAL MINERS
RESCO
The Coal Barons: "Trouble with you people is, you want the earth."
The Coal Miners: "Trouble with you is you've got it."

n view of the allegations con-
tained in this letter, warrants were
issued for the arrest of McLachlan,
under the instruction of the Attor-
ney General of Nova Scotia. The
charge was unlawfully publishing
a false tale, whereby injury of mis-
chief was likely to be occasioned
to a public interest, namely, the
government and provincial police
of Nova Scotia. In the meantime,
the president of the United Mine
Workers of America relieved
McLachlan of the duties of district
secretary, alleging that he had in-
troduced communistic theories
and aims into ordinary industrial
relationships. Despite this,
McLachlan still dominated the
councils of the mines, and finan-
cial aid for his defence poured in
from across the country.

The trial was held at Halifax in the
Provincial Supreme Court. Wit-
nesses for the Crown submitted
evidence to disprove the state-
ments in the letter. No witnesses
for the defence were called. The
verdict was "guilty" and
McLachlan was sentenced to two
years in penitentiary.

He was only to serve four months
of his sentence and it became
public knowledge that the content
of his letter was closer to the truth
than the employers and provincial
legislators were prepared to admit.
A royal commission was estab-
lished to investigate industrial un-
rest in the area and legislation was
subsequently enacted at Ottawa
that greatly restricted the use of
militia in strikes.



Maritime Labor Herald

WE EKLY

Vol. 3 No. 3 $2.00 PER YEAR Glace Bay, Nova Scotia, Saturday, Oct. 27, 1923. FIVE CENTS COPY No. 107

McLACHLAN VERDICT BLOW AT FREE SPEECH AND MUZZLES CRITICISM OF GOVERNMENT

BESCO GAINS A POINT IN THE CONVICTION OF JIM McLACHLAN

O'Hearn Uses "Red Flag" Stuff on Jury

LEGALITY OF RAID ON McLACHLAN'S HOUSE DOES NOT MATTER--- BUT LOVES CONSTITUTION TO GET CONVICTION

At Halifax before a judge of the Supreme Court of Nova Scotia who was formerly a solicitor of one of the constituent companies of what is now the British Empire Steel Corporation, Jim McLachlan the leader of the miners of Nova Scotia was convicted of "seditious libel" and remanded to jail for sentence on October 31st. The circular letter which Jim McLachlan sent out to the miners locals after the mounted police had charged the steel workers packets at Sydney severly injuring many people and upon which the charge of "seditious libel" is based was handed to the press by officials of the corporation. Two of the witnesses against him were officials of the corporation. The Chief of Police of Sydney, one of the men who signed the order to bring the troops to Sydney during the steel strike

LOCALS PROTEST VERDICT AGAINST McLACHLAN

The verdict against Jim McLachlan on a charge of seditious libel in the court at Halifax has caused some of the miners' local unions to protest. Phalen Local has written a letter setting forth its stand on the trial and the verdict. The letter sweeps aside all the legal rigmarole and the statements of the Attorney General as to the Soviet doctrines being preached in Nova Scotia, and comes down to the bed-rock of the struggle of the miners for better conditions and a higher standard of living. They state that Jim McLachlan was doing his duty as a labor leader during the strike in July. Local 4326 has pledged itself to support Jim McLachlan as in the past. The miners of Florence

5,000,000 VICTIMS OF UNEMPLOYMENT IN BRITAIN

Only 15 per cent. Provided for by Cabinet Plans

That some 2,000,000 people will be totally or partially unemployed in the country by Christmas was predicted by the Right Hon. Arthur Henderson, M. P., at Derby.

"According to the Government's own figures," he said, "their scheme would provide work for only about one-seventh of the unemployed.

The Government plans during the next three winters have been most inefficient to meet the needs of the case," declared Mr. Henderson, "and the latest proposals are scarcely in advance upon these.

"It must be obvious that with an army of some 2,000,000 unemployed and possibly 3,000,000 of dependents the Government's plans fall far short of the dire necessities of the situation.

DISTRICT 18 CONVENTION SHOWS THAT MINERS ARE PROGRESSIVE

Reactionaries Copy Lewis

SENDS GREETINGS TO DISTRICT 26 IN THE STRUGGLE AGAINST BESCO AND PRESERVATION OF UNION

(By Tim Buck.)
(Special to the Maritime Labor Herald.)

The bi-annual convention of District 18, U. M. W. of A., comprising the organized miners of Alberta and eastern British Columbia, is now in progress and demonstrates that on the whole the miners of District 18 are progressive. Ryan, Livett and company strenuously try to qualify as radical haters notwithstanding that the sentiment of the rank and file is anti-Lewis and progressive. These men are copying the methods of Lewis-Murray-Searles and are attempting to ape the socalled "exposure" of red activities" contained in the articles of Searles which have been printed in the bosses press all over the continent. As expected the convention opened with an attempt to smash the progressives when the credentials com-

In the same issue of **The Labour Gazette,** a similar incident was reported. A labour man, residing in Peterborough, Ontario, in a letter to **The Worker,** the official organ of the Communist Workers' Party of Canada, charged that a number of local companies were paying unfair wages, discriminating against union men, and employing child labour; it also charged that the Peterborough Chamber of Commerce existed mainly to crush employees. Following company complaints, the author was arrested on the charge of spreading false news contrary to Section 136 of the Criminal Code.

The trial took place at the Peterborough assizes. The defendant admitted writing the article but stated that alterations had been made by the editor, and that he had protested against these changes. A number of witnesses appearing on behalf of the companies denied the accuracy of the statements and the quoted rates of wages. On behalf of the defendant, it was contended that the letter did not affect any public interest, as defined by the words of the section, but was merely a matter of local concern. The prosecution maintained that the letter affected the public interest, in that it might tend to keep immigrants away from Peterborough.

The defendant was found guilty and was sentenced by the court to two and a half months in prison.

SHIFTING JURISDICTIONS PHANTOM BARGAINING AND ESSENTIAL SERVICES

BY JACK WILLIAMS

Structural changes in government at the municipal and provincial levels are creating **new problems for public service unions.** The Canadian Union of Public Employees, the organization dominant in the municipal field, has been experiencing serious difficulties in its contract relationships; and the consequences of **shifts in the jurisdictional lines between municipalities and provinces** have become a major factor in a conflict between CUPE and the Canadian Labour Congress, with which it is affiliated.

Stanley Little, President of CUPE, ranks among the most outspoken of Canadian labour leaders, and his differences with officers of the CLC have been no secret. Little is very conscious of the importance of the jurisdiction his union holds, and he bluntly charges the CLC with having failed to give CUPE the support he believes it deserves. With its 176,000 members, **CUPE is Canada's largest national union,** and it has moved into a nose-to-nose position with the United Steelworkers for first place among both national and international unions in Canada.

Stan Little

CUPE was formed in 1963 through a merger of the National Union of Public Employees and the National Union of Public Service Employees—one of the first such mergers to be consummated after the founding of the Canadian Labour Congress in 1956. The organization's background is **representative of the development of labour organizations in Canada** from small and scattered groups to large unions. The National Union of Public Employees, an affiliate of the old Trades and Labour Congress, was founded in Calgary in 1949 by a group largely composed of representatives of civic unions. At first, the ties were mainly on a provincial basis; but there was recognition of the need for a national body, and NUPE was formally established in 1955.

The National Union of Public Service Employees traced its beginning to a group of Toronto electrical workers. The national body was established in 1924, and organization spread by degrees to other employees in the public service field, resulting, in 1944, in the formation of the National Organization of Civic, Utility and Electrical Workers. The Canadian Brotherhood of Municipal Employees and this group merged in 1960.

Little was elected president of NUPSE at that time, and he was the choice as president of CUPE when it was founded. Now, at the age of 62, he has some 40 years experience in the union movement, dating back to the days when, as a worker in a hosiery mill, he was active in textile union organization during the difficult days of the 1930s.

In 1941, as an employee of York Township Hydro, he joined the Canadian Electrical Trades Union, which was affiliated with the former Canadian Congress of Labour. Ten years later, having served in various union offices, he became a full-time official of the National Organization of Civic, Utility and Electrical Workers.

A big man physically, Little gives the impression of being an individual who is able to roll with the punches, as well as deliver them. These are appropriate attributes. The organization he heads operates in difficult territory; many of its members are in so-called "essential services;" and contract negotiations are frequently related to the sensitive subject of tax rates.

The steady growth of the union, averaging 800 members a month since its formation, and now at the rate of about 1,000 a month, is demanding on the organizational structure and top officers. When he was interviewed in connection with this article, Little could look back on a two-month period of travel during which he had logged about 40,000 miles, including a trip to the Middle East. In Canada, he had made two trips from his Ottawa office to the West Coast, one to the East Coast, one to the Prairies, and a number of shorter trips. He had just finished a convention at Niagara Falls, reached from Ottawa by way of Regina; and, within a few days, he was scheduled to be in Québec, Vancouver and New Brunswick.

In addition to being President of the Canadian Union of Public Employees, he is a General Vice-President of the Canadian Labour Congress, and a member of the Economic Council of Canada, the Executive Committee of the Public Services International, and the Advisory Council of the Faculty of Management Studies at the University of Toronto. It isn't surprising, therefore, that he finds little time for hobbies, although he likes woodworking, and says that carpentry provides a relaxing change.

A significant feature of CUPE's growth is that it has been largely in categories generally regarded as difficult to organize—white-collar workers and women. About half the union's membership is female. The major portion is made up of civic workers, including a considerable number of school board, hydro commission, and hospital employees.

This means that **an extraordinarily wide range of occupations is covered:** from tradesmen to engineers, for example. This, Little says, does not present any serious difficulty to the union: "The variety of occupations does mean that our contracts have to include a large number of classifications. The general conditions of employment apply pretty well throughout the range, and there is very little isolationist feeling, as far as the various occupations are concerned.

"We have **a high proportion of white-collar workers.** There are some differences between white- and blue-collar people; but we find that the white-collar members are good solid trade unionists. They're well-educated and they're astute. When they ask questions, they expect straight answers, so you don't try to kid them along. We find that they're quite willing to pull their weight and accept obligations; and, in fact, they lean over to help others—the hospital workers, for example."

Public attention to CUPE centers very frequently on hospital workers and their problems, thus bringing to the fore the right of employees in essential services to strike. Little is very conscious of public attitudes but even more so of the serious difficulties faced by many hospital employees. Legislation governing employer-employee relationships in hospitals comes under provincial jurisdiction, and varies widely—all the way from equal bargaining rights enjoyed by other employees, to compulsory arbitration and denial of the right to strike.

"In Newfoundland, for example, the legislation doesn't read too badly; but the application is almost sinful," Little says.

"If the Government doesn't like what the arbitration board gave you, then it can overrule the finding. They say, 'We can't give you this, because if we
we would have to give it to the people down
road.' We say, 'We aren't bargaining for the pe
down the road; they're your ground rules;
brought this situation about.' But they just keep
saying, 'We can't give it to you.'"

Little has always maintained a position of **ardent**
position to compulsory arbitration. "The hospital
uation is particularly bad, and we have ample
idence that arbitration imposed on us is not work
The situation is in serious danger of exploding.
are running behind—14 or 18 months—and it's so
times two years before an arbitration award is ma
Not only are these awards not what they should
there is this time lag that means we are going to
talking about 1972 rates in 1974."

An equally serious problem is what the CUPE Pr
dent describes as **"phantom bargaining."** "There
too much of the phantom at the bargaining ta
The revenue for hospitals comes generally fro
central source, the province; and the province is
at the bargaining table. You are bargaining with a
cal administration that can hide behind the fact t
the provincial government has only increased
year's budget by, perhaps, 7 per cent over the pr
ous year. Other costs have gone up 7 per cent
more, so they don't even want to give you 7 per ce

"It doesn't matter whether or not there is any rationale about wages. You can bring in all the statistics you want, to prove that people are underpaid; but the local administration isn't interested.

"That's what we mean by 'the phantom at the bargaining table,' and it has got to be eliminated. We might just as well start dealing where the money is, and not have a dozen or more bargaining sessions when one would do. We would have more sophisticated bargaining, with more attention paid to real bargaining and producing the kind of result that could be used effectively in some outside reference. Without that, we are just going through the motions."

Little has some other ideas about improving bargaining methods. "I would like to see something tried out in an effort to get some of the subjects away from the bargaining table. There are matters like fringe benefits that are often largely technical. There's no reason why these couldn't be discussed between negotiations, and an agreement worked out. This seems to me to be a more sensible approach than trying to deal with everything at one time across the table.

"Something like this ought to be tried out in one or two areas, and then maybe the idea could be expanded. We have to work on some new approaches like this, if we're going to have sensible collective bargaining. The whole subject is becoming too complex to make any sense the way we're handling it now."

As far as the essentiality of hospital services is concerned, Little recognizes the quandry, and the impossibility of a complete shutdown. "It's all right for us to say that there have been times when the doctors went on strike; but two wrongs don't make a right," he says. "Nevertheless, hospital employees have got to be paid better than they are, come hell or high water. They can't be expected to subsidize the health programs of the country for ever. Hospitals are not really poor relations; there's tremendous waste, and that's conceded behind the scenes. Money could be saved there. And bad administration is showing up, now that the budgets are being examined by the provinces."

This increasingly active provincial role in what have hitherto been regarded as municipal jurisdictions, raises serious organizational problems for CUPE. **"The affinity between provincial employees and our municipal groups is growing,"** he says. "The lines of demarcation are getting blurred; what happens to one is important to the other. In Ontario, all the custodial people were taken away from us. First it was jail guards, then clerks, then assessors. We lost 600 assessors in the Toronto City Hall group alone. They're taking bits and pieces all the time. Our educational programs, and our health and welfare programs, are all controlled provincially. More and more, these people who have been municipal employees are going to be provincial employees."

This development is at the heart of the long-standing jurisdictional dispute between the CLC and CUPE over some provincial employees organizations. Some years ago, the CLC adopted a policy position recognizing CUPE's jurisdictional claim in the provincial field. But the CLC says that there are now some sizeable provincial groups ready to affiliate with the CLC, but not wanting to become part of CUPE.

Little argues that **a strong centralized organization,** rather than separate provincial groups, **offers the only hope for the protection of the interests of employees,** and this position has won support from the Public Service Alliance of Canada, which represents federal employees.

A major point in Little's contention is that CUPE has established an organization that can provide effective and efficient service.

"We think we have a public employees organization with a good sound structure, and centrally-oriented with a number of departments—education, legislation, organization, job evaluation, research, and public relations. We have 260 people on staff, by far the largest staff in Canada. These people are becoming highly trained; we have several economists, chartered accountants and lawyers, all on staff. Across the country, we have 34 regional offices, staffed by up to 20 people.

"We have **excellent relations with the Public Service Alliance.** We occupy the same premises, and we are integrating our departmental work. We have one library, and there is close consultation on our public relations programs, education, and other activities. Our educational program is the largest of any union in Canada. We have developed a great deal of educational material; and now we are getting beyond the tool subjects into other areas—deeper economics, for example.

"But this still leaves a gap, as far as most of the pr vincial employees are concerned. Despite the fa that some of them have had a semblance of orgar zation, they have really done very little for th people. Most of them are little more than soc clubs. We are doing a good job for groups of provi cial employees in New Brunswick, and now in No Scotia, and we know we can help others."

Little complains that **public employees have nev been completely accepted by other sections of t labour movement.** One reason for this rath tenuous link is the running argument about nation versus international unions. Some of the sharpe criticism of international union relationships h come from members of the CUPE hierarchy. Litt himself has been less dogmatic than some of his co leagues, although he is keenly aware of the fact tha **of the six CLC general vice-presidents, he is the on representative of a national union.** "We are not r sponsible for the nationalist swing," he says. "W have built a strong national union, and some of o people are a bit nationalistic. But we're not fanatics.

Little believes that **there is a place for internation unions,** and that there will be as long as there a multinational companies. At the same time, he is cri ical of the operations of some international union describing them as "mediocre." He thinks that the is **a need for many internationals to give greater re ognition to the realities of a Canadian existence.** H is one of the labour leaders who, at an early stag endorsed the principles of the Committee for an I dependent Canada, although later he publicly d nounced the Committee's position in opposing inte national unions.

"The truth of the matter is that these CIC peop couldn't care less about the workers involved. The are mostly bourgeois liberals who see the opportu ity to replace effective strong unions with organiz tions that will not do as much for working cla people. I in no way endorse the attempts of the C to support the efforts of destructive organizatio such as the Canadian Workers' Union, which is tryi to dilute the strength of the Steelworkers' union."

What Little proposes is that the Canadian Labour Congress should take a more positive stand, exert greater vigour, both with regard to Canadian autonomy and in pressing for merger of the smaller unions that are relatively ineffective because of their size.

"There are **far too many small unions in Canada.** There are, perhaps, 75 that shouldn't be here at all. The grouping of unions is terrible. They are not grouped in any co-ordinated way related to Canadian conditions; and, in many cases, they are little more than a spillover from the American set-up. It isn't the fault of the membership; it's the structure; and, in the absence of mergers in the United States, it's likely to remain as it is."

Little's criticism of the CLC goes beyond the international union issue. "The Congress is going to have to change. When it came into existence in 1956, there had to be some compromises to create the thing; but the readiness to accommodate has gone on too long. There hasn't been enough done to eliminate these problems and to dovetail the organization into a strong structure with a genuinely national labour voice and a truly national labour stature."

Little is frank concerning his political opinions. He is a strong supporter of the New Democratic Party, as he was of the CCF. His union has not shied away from politics. In this respect, there is a difference, he agrees, between municipal and federal employees—municipal employees are less inhibited. "We are trying to develop more attention and interest among our membership about what is going on in the political world. I think public employees are naturally more politically conscious than are employees in private industry."

As for the general outlook of the Canadian Union of Public Employees, Little is highly optimistic: "Sure we're going to continue growing! And as we become larger, we'll develop the facilities to make us an even stronger and more effective organization."

(Jack Williams was born in Bradford, England, in 1907. At the age of four he came to Canada with his parents and settled in the St. Catharines, Ontario, region where he attended public and high schools. He worked for thirteen years with the **St. Catharines Standard,** then joined the staff of Canadian Press in 1941 as labour specialist in the Ottawa Parliamentary Press Gallery. In 1946, Williams became Public Relations Director for the Canadian Congress of Labour, remaining in that post until its merger in 1956 with the Trades and Labour Congress to form the Canadian Labour Congress. He then became Public Relations Director of the CLC and, from 1970 until his retirement in 1972, was editor of the CLC magazine **Canadian Labour.** The opinions expressed in the foregoing article are those of the author and the person interviewed, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

THE COMPRESSED WORKWEEK: PATTERN OF THE FUTURE?

BY GEORGE SANDERSON

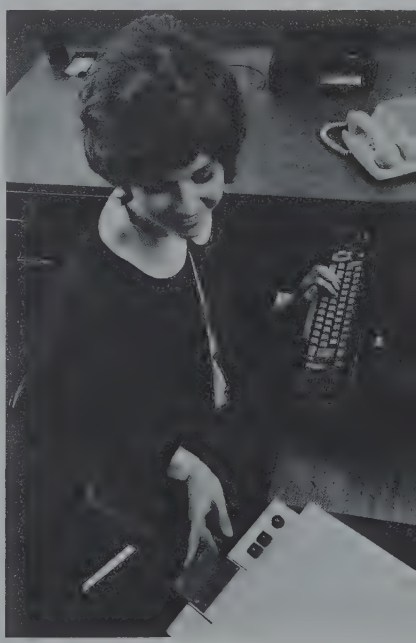
Three years ago, the mention of a four-day workweek would have elicited raised eyebrows. Today, more than **31,000 Canadians in about 250 establishments** across the country **work only three or four days a week.** In a few instances—estimated at 5 to 15 per cent—the compressed workweek has been abandoned after a trial period, and in other instances a few employees do not like it. But **the vast majority of workers** who have sampled it **appear to be satisfied** with the new arrangement—despite the longer workday that it usually entails. In most cases where a shorter workweek has been adopted, total weekly hours remain virtually unchanged, but are divided among three or four days instead of five.

A recent American Management Association (AMA) survey found that **most U.S. companies that have experimented with the telescoped workweek are continuing it.** Only 8 per cent of the firms in that study described the innovation as a failure, and poor planning was blamed for most of the failures. Many Canadian companies experimenting with a truncated workweek report that it improves staff morale, boost

roductivity, cuts overtime costs, educes absenteeism and turnver, and improves recruitment of killed workers in short supply .G, Sept., p. 582). Similarly, 80 per ent of the four-day firms in the MA's study reported that a comressed workweek "improves usiness results," 60 per cent indiated that production was up, early 40 per cent stated that costs were down, and half reported igher profits.

he four-day week is also **begining to make inroads in European ndustry,** where it has enjoyed a milar degree of success. A recent oll of workers at four-day comanies in West Germany revealed hat only 11 per cent wanted to return to the five-day week. The idea of a shorter workweek tends to be more startling to Europeans than to North Americans. Not long ago, a six-day workweek was the norm almost everywhere in Europe. Even now, a 5½-day week is far from uncommon. Moreover, European workers have traditionally bargained for longer vacations rather than for a reduced workweek. What has produced the four-day phenomenon has been a chronic manpower shortage in certain specialized fields and individual industries. Companies in West Germany, Holland and Switzerland have discovered that the compressed workweek **not only brings in needed workers but also reduces that growing plague of modern industry—labour turnover.**

Eurpaische Canfield, a West German firm that adopted a four-day workweek three years ago, has abolished its $50,000 annual budget for recruiting staff. Said a company official: "We actually have a waiting list of people wanting to be hired." Not only were all vacancies filled, absenteeism fell by 90 per cent in the first year, productivity rose by 15 per cent—although workers put in less hours than under the old system—and a previous year's loss of nearly $250,000 was converted in the first year of the new operation into a $150,000 profit. Other European companies experimenting with a truncated workweek report comparable benefits to business.



The attractions of a four-day week for employees include concentration of leisure into an extra free day per week, a 20 per cent reduction in commuting time and costs, and possible savings in work-related expenses like child-care fees or restaurant meals. In addition, a small reduction in total weekly hours sometimes accompanies the introduction of the telescoped workweek. Fatigue is cited as the main disadvantage of the system.

Surprisingly, the record of success has, if anything, increased organized labour's opposition to the new workweek pattern. Senior union officials in Canada and abroad argue that the fatigue that must inevitably result from longer workdays cancels out the benefits of having an extra day off. But actual experience appears to refute these claims. For example, fatigue was cited as a principal disadvantage of the four-day week by only 8 of the 143 four-day firms in the AMA's survey. Some observers of the industrial relations scene assert that the unions' opposition is really based on fears that the compressed workweek will divert attention from their more important objective of reducing total weekly work hours. Consequently, there has been more freedom in non-union sectors to rearrange workweek patterns. At this stage, the manufacturing and service industries are making the most use of the three- or four-day week. Other sectors moving rapidly toward a shorter week include trade and finance, transportation and communications, mining, construction and municipal government.

The Canada Labour Code discourages adoption of the system by employers under federal jurisdiction, but the provinces will waive overtime pay requirements when both labour and management agree to institute a workday that is longer than eight hours (LG, April, p. 235). Should the compressed workweek continue to gain in popularity, Canada's labour legislators will be obliged to consider changes in existing laws.

Most researchers predict that **reduced** workweek of four d 32 hours, is the wave of the fut It meshes with the pattern of m leisure, rising living standards, the need to give the better e cated modern worker more va interests. Meanwhile, the grad move by different industries one form or another of the t scoped workweek continues.

THE WORK ETHIC: IS IT DEAD?

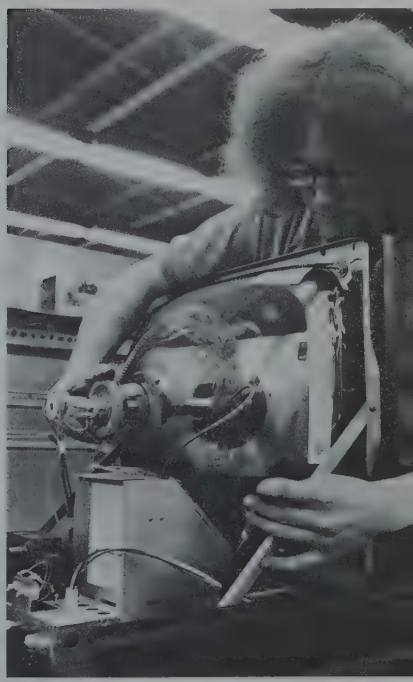
BY BONNIE CAMPBELL

The work ethic as it is traditionally understood is dead—or dying—among the young, according to delegates attending the 42nd annual Couchiching Conference, mainly social workers, business and labour representatives, academics and students. The conference, sponsored by The Canadian Institute on Public Affairs, this year examined the changing meaning of work.

One consensus that emerged from the conference was that the young are increasingly demanding jobs that are more than a source of income; **they want personal satisfaction.** This demand manifests itself in many ways, including a **marked distaste for dreary, routine work; demands for more democracy in the work place and more responsibility for the quality of the end product;** and often **a preference for work that will be socially useful or significant.**

Dr. Harold L. Sheppard, a social scientist at the Upjohn Institute for Employment Research, Washington, D.C., in an opening address to the conference, stated that "young workers—of all occupations—have reported a lower degree of job satisfaction than all other workers." He documented these findings in **Where Have All the Robots Gone,** a study of 400 white, male, blue-collar union members that was sponsored by the Upjohn Institute, the Ford Foundation and the AFL-CIO.

"These young workers place more emphasis than do older workers on the degree of interesting work, or on the opportunity to use their skills and potentials," he said. "For example, 69 per cent of the youngest group (under 30) reported that to them it was very important that a job provide opportunities to develop the individual's abilities—but only 34 per cent reported that this was actually the case in their current work."



Dr. Harold Sheppard (second from left)

Dr. Davis Ross, Program Director for Income Security, Canadian Council on Social Development, examined the "dual" labour market. In the first market, **"professionals, managers and the self-employed are increasingly finding meaningful work** and are increasingly able to control the time and pace of their work, their place of work, and the approaches to performing their work."

In the second market, the **work is not an extension of the worker's life style, but simply a means by which he can obtain his subsistance and his daily bread.** He stated that **many young people refuse to be moulded to fit this second category;** they believe that the economic system should adjust to the individual, rather than the individual to the market. As an example, he mentioned farm labour. "One frequently hears the query, 'why don't the unemployed young and others go out to the farms and orchards and pick apples or peaches, or tomatoes, or tobacco.'?" Ross observed that "in Canada, we have simultaneously high unemployment and seasonal migration of Caribbean workers to harvest crops. This is used as e idence that the young and une ployed are lazy and have reject the work ethic." He argued th young people would engage farming if they themselves cou run the operation on a co-op ative basis, thus allowing crop h vesting to become an extension a rural life style. "At the corner our street in Ottawa is a natu food restaurant and retail outl run by a group of young adults a co-operative basis. The indi duals involved rotate jobs b tween the farm, the stores, a within the stores as well, so that a given month, all individuals w have performed a variety of tasks

Ross asserted that these people are extremely happy at their work. Yet I ask, if farm and store were owned privately by an outside businessman, would these people clean barns, pull carrots, wait on tables, and wash dishes? My personal observation would lead me to a negative answer. They open and close the store at will, leaving signs such as 'sister getting married' to tell their clients the reason for their absence. These individuals certainly have adjusted the economic system to their ends, rather than adjusting to the system's ends."

Dr. Douglas T. Wright, Deputy Provincial Secretary for Social Development, Ontario, asked: **"To what extent should we respond to other notions of work, which have not been regarded as employment in our society?"** He cited, for example, "unpaid work done in the home by housewives and youth, and voluntary activities carried out in an increasing number and range by non-governmental and non-business organizations." People seem to be rejecting the work ethic set by the impersonal market and are replacing it with the belief that whatever society collectively wishes to call work and hence reward, it can do. "To what extent would greater numbers of those in the labour force opt to leave conventional employment if they could receive equivalent remuneration for alternatives, such as unemployment insurance, welfare benefits—or social-service-oriented jobs such as those provided through the Local Initiative (LIP) or Opportunities for Youth (OFY) programs?" he queried.

Ross responded to this question with a cautionary note. **"I suspect that even the LIP and OFY type of activity will not be regarded as work.** At present, there is a widespread belief that government employees are really living off the fruits of the legitimate private sector."

Many of the comments from the audience called for rejection of the theory that work is only that which is defined by the private sector or that which brings in direct monetary reward, asking **why should land speculators and dope-peddlers receive direct payment from the market, but not mothers, university students and those who voluntarily read to the blind?**

"It has often struck me as odd that our values in society lead a mother to believe that putting labels on deodorant bottles in a factory is more virtuous and useful than tending a child at home," commented one person in a group seminar.

Doris Anderson, editor of **Chatelaine** magazine, said she thought **homemakers should be paid. "The homemaker is probably the most exploited worker in the whole of our economy. A direct grant from the Government to women working inside the home and raising children would be a workable solution.** The Government is already employing many groups of people through LIP and OFY grants to do work that doesn't contribute directly to the production of goods. Why not pay women—or men—for doing one of the most important jobs in the country?"

Manitoba Premier Ed Schreyer was asked if he supported the idea of paying housewives. He appeared reluctant to answer, but the question was repeated, some people started to hiss, and several women called out, "answer the question." Finally, Schreyer replied: "I do not favour the payment of housewives. It should be a matter between husbands and wives."

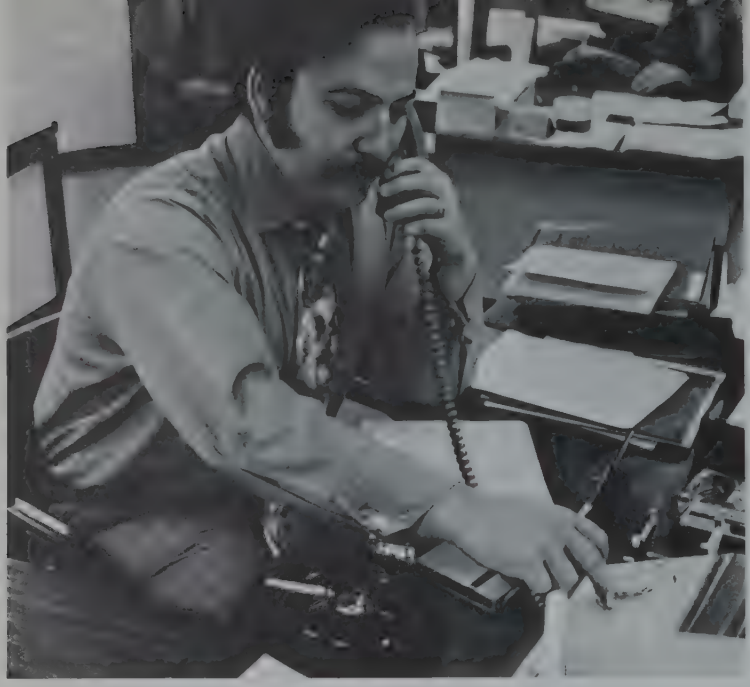
The Manitoba Premier endorsed young people's efforts in projects such as OFY and LIP, but stated that all work projects introduced by the state must have a connection with the work effort. "There are those who criticize these programs because they are make-work projects. "I am not that cynical," he stated. "I believe that there is no lack of important jobs that can be created in the society. For example, some LIP programs provide services to elderly citizens, and this is useful work that is rewarding to the individual and is better than idleness." In defense of the work ethic, he continued: **"I don't think it will ever be possible to remove drudgery from work activity. All we can do is leave more time for leisure."** He ended with a quote from John Ruskin: "If you are able-bodied, and don't work, you cannot leisure well, therefore, you cannot acquire dignity and happiness."

During the conference the Department of Manpower and Immigration interviewed people about their own particular work situation. One young girl, a volunteer worker in an Ottawa storefront clinic, typified the changing attitude toward the meaning of work. "I collect unemployment insurance but work at the clinic on a full-time basis. I find the job most satisfying and rewarding; I used t be a secretary, but I found th work alienating, I had no feelir for the job I was doing, and I ha put no input into the letters I w typing. It was mindless. I had a ways believed that I should c something meaningful for socie and take part in a job whic meant something to me, and if didn't, I'd get out."

Her philosophy is that work wi not always be drudgery, but rath an extension of herself and her in terest. This is the belief of many the young; this attitude and its in fluence on the workplace is wh to watch for in the future.

SERVICES: SOLE SOURCE OF FUTURE JOB INCREASE?

Creating jobs is one of the biggest challenges facing Canada today. It is a key objective of the current federal budget. But where should we look for the jobs needed by our rapidly growing labour force? In what sectors of the economy are they most likely to appear? Finance Minister John Turner stated in his May 1972 budget speech that "the manufacturing sector is of crucial importance to our economy. We depend on it to provide a growing number of productive, interesting and well-paid jobs for Canadians." **The long-term trend, however, does not indicate that large numbers of jobs are likely to be found in secondary industry.** Sylvia Ostry, Chief Statistician of Canada, notes that "current data . . . reveal a continuation of these trends: further marked decline in agriculture, a virtual 'plateauing' in the secondary sector, and continued expansion in the tertiary or service industries." **Between 1961 and 1971, the number of jobs in primary industries declined by 19 per cent, the secondary industries provided only 17 per cent more jobs, whereas employment in the service sector increased by 52 per cent.** Automation and modernization are responsible for these sweeping changes in the structure of the work force.



The decline in agricultural employment is beginning to slow down, however, though it is expected to reach 5 per cent of the work force in 1980, compared with 6 per cent today. Employment in the remaining goods-producing sectors changed very little in the 1960s and is expected to decline from 31 per cent of the work force in 1972 to 28 per cent in 1980 as industry puts automation to work to produce greater output per man, woman and child in the growing population.

In 1945, only one quarter of the work force was in the services sector, commercial or public. Today the proportion exceeds 60 per cent, and it is widely predicted that employment in the service industries will continue to grow until in 1980 it comprises more than two thirds of the work force.

There has been a sharp difference, however, within the service sector between the trend of jobs in transportation, communications and public utilities—where the number of new jobs has barely kept pace with the growth of the work force—and in trade, finance, personal and government services, where it has grown even faster than the work force. The public services group alone—education, health, welfare and government generally—almost doubled in the 1960s while total employment increased by only 30 per cent. Though the rise of employment in this area may be slowed down by popular demand for a levelling-off in taxes, **the number of jobs in public services is still expected to increase from 23 per cent today to 28 per cent of the work force by 1980.**

Employees may be classified eith by the kind of work they do or b the industry they work in. Classif ing them solely by the latter mas other important changes in th structure of the work force, n tably **a decline in the number blue-collar occupations and marked rise in the number white-collar jobs,** especially th more glamorous, better-paid ma agerial, technical, professional ar clerical categories. These jobs pr vided a mere 25 per cent of th work that was available in 195 but by 1991, more than 60 per ce of all jobs are expected to fall in these categories. Of the n growth in jobs that occurred the 1950s, 66 per cent was in th more glamourous white-coll groups. The number declined f 59 per cent in the 60s but is e pected to exceed 70 per cent the 70s and 80 per cent in the 80 The less glamourous, less comfor able, less well-paid of the whit collar jobs—sales, service, tran port and communications—a counted for 34 per cent of net ne jobs in the 1950s, 21 per cent i the 1960s. The percentage is e pected to fall to about 15 in th 70s and 12 in the 80s.

he number of blue-collar jobs is kely to remain steady or to de-ine during the next 10 years. Clean" blue-collar jobs—crafts-en or skilled factory workers—counted for 24 per cent of the ork force in 1951, 24 per cent in 961, 25 per cent in 1971, but they ill probably account for less than 0 per cent of the work force by e year 2000. Though 26 per cent f net new jobs in the 1950s and 3 per cent in the 60s were for killed blue-collar workers, the roportion is expected to decline less than 20 per cent in the 70s nd about 10 per cent in the 80s.

he number of "dirty" blue-collar bs—farmhands, fishermen, trap-ers, loggers, miners and unskilled orkers generally—has declined eadily, from 27 per cent of the tal in 1951 to 18 per cent in 1961 nd 12 per cent in 1971. These jobs e expected to comprise less than per cent of all jobs in 1981 and more than 3 per cent in 1991.

he above trends have important nplications for organized labour. oward Coughlin, President of the ffice and Professional Employ-es' International Union believes at the white-collar worker could ecome the dominant force in the ade union movement. But white-llar workers are hard to organ-e, Coughlin says. The main prob-m is fear—fear of losing their bs or of getting into their em-oyers' bad books. They are also spicious of unions.

The population in 1980 is expected to be close to 24.7 million, of whom some 17 million will be in the working-age range 14 to 65 years. How many will work? John Kettle, author and Special Projects Editor for **Executive** magazine, projects a work force of 9.2 million. Who will work? Futurologist Kettle suggests four possibilities: (1) The proportion of male participants in the work force will decline from the current 76 per cent to 60-65 per cent while the female participation rate climbs to 40 per cent, as the trend suggests; (2) the female participation rate will remain steady at 35 per cent while the proportion of males in the work force drops to 69 per cent, with 7 per cent unemployment; (3) the male participation rate will remain virtually unchanged at 75 or 76 per cent while the female participation rate climbs to 40 per cent and unemployment reaches 15 per cent; or (4) female participation will decline to 30 per cent while the proportion of men in the work force remains unchanged. Kettle observes that "society strives hard to give 75 per cent of the men of working age a place in the work force." The question of women's participation depends on factors like child bearing, the effect of inflation on family budgets, and the availability of desirable jobs. **G.S.**

INTERNATIONAL UNIONS' BENEFIT TO CANADIAN MEMBERS

BY JIM MACSWEEN

(The following is based on an interview with Lynn Williams, Director of District 6 of the United Steelworkers of America and responsible for Steelworker locals from Toronto to the Pacific coast. In the interview, Williams defends the value of international unions to Canadian workers and counters charges made against them by such critics as the Confederation of Canadian Unions, formerly the Council of Canadian Unions. For the viewpoint of the CCU, see the April 1973 number of **The Labour Gazette**.)

Lynn Williams

Canadian autonomy within t framework of internation unions—that is the course pr posed by Lynn Williams. He b lieves that, as long as Canadi members of international unio retain control over affairs of n tional importance, membership international unions can only be efit Canadian members by givi to them the advantages of a larg organization.

Listing these advantages, Willian included the broader scope of e perience and the greater ec nomic power in the hands of i ternational unions. He cited th case of Canadian members of t United Steelworkers who went strike in 1969 against Inco, Stelc and Algoma, placing an extrao dinarily high number of Canadi steel industry employees on stri pay. **Without the financial suppo of Steelworkers in the Unite States, the Canadian section cou not have afforded three su strikes in one year.**

The Steelworkers, he said, although being one union and having one convention, have three elected directors in Canada, a National Director and two District Directors, and hold a Canadian policy conference each year. This, says Williams, gives Canadian members authority in matters that directly affect them. He added that most other international unions have similar provisions for their Canadian members.

To charges that there is American domination of Canadian workers—a charge made repeatedly by Canadian nationalists—**Williams ruled out the comparison of unions to companies.** Canadian union members could not be dominated by international unions in the same way as Canadian subsidiaries of large companies can be, he said. Control in a company is from the top, but a union is democratically run, with power in the hands of the members themselves. **Leaving in members' hands the power to determine the union's direction, even to the point of disassociating themselves from it, precludes any form of international union domination.**

Williams criticized the **annual reports under the Corporations and Labour Unions Returns Act** as being **inaccurate** and **incomplete** portrayals of the expenses of international unions. "Everyone who knows unions realizes that the CALURA Report does not reflect all the expenses of international unions in Canada, such as legal fees and administrative costs," he said.

He outlined the method of handling members' fees practised by the Steelworkers. Checkoff fees are sent directly to the Pittsburgh head office of the Steelworkers for accounting. From Pittsburgh, Williams explained, funds are returned to Canada to be used by the local unions and the Canadian directors in serving the needs of the Canadian membership.

Turning to the Canadian national union movement, **Williams defended international unions as being the best means of protection for workers.** Comparing Steelworkers' membership figures with those of the unions affiliated with the CCU, Williams asserted that **the United Steelworkers has more members in the city of Hamilton than the CCU has in all of Canada, and its growth in the past twenty years has far outstripped that of the CCU.** "You decide which organization is doing the best job according to the members themselves," he said.

Commenting on events that led to the breakaway of a United Steelworkers local in Kitimat to form an national union affiliated with the CCU, Williams attributed the loss to "discontent that was fanned by certain people." A strike called by the Steelworkers had left workers in Kitimat with "the highest aluminum rates in the world," Williams declared, but an atmosphere of dissension, combined with the isolation of Kitimat, brought on dissatisfaction with the local Steelworkers' leaders.

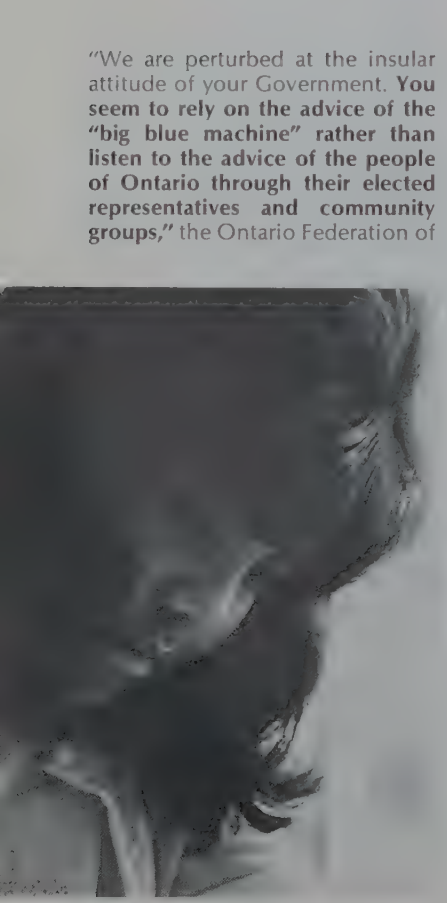
The newly-formed union has undergone the same difficulties, says Williams, and was without executive officers for several months before an election was held. **He predicted that Kitimat workers would become disillusioned with the new union when faced with the bargaining power of Alcan and the local would return to Steelworkers' membership.**

To CCU charges that international unions have worked against Canadian interests, Williams replied that the prime purpose of a union is to protect the worker and to satisfy the needs of its members. In this direction the international union has proved its success, he said, adding that the international union may be the only effective means of ensuring workers' rights within multinational corporations. **To fight large corporations, large unions are needed,** he said, singling out the presentation of unified bargaining demands by Ford workers in Britain, Belgium, and West Germany as an indicator of the trend toward greater worker unification in dealing with large corporations.

"Canadian members of international unions do not in any way neglect their obligations to their own country," said Williams as he pointed to the Canadian Labour Congress' provision of a national voice for all branches of organized labour. He concluded that **the time may come when Canadian interests are so divergent from U.S. interests that continued membership in international unions becomes impossible, but at present the trend is in the other direction** as the international solidarity of workers becomes more and more important in the face of the increasing power of multinational corporations. As long as the advantages to Canadian workers outweigh the disadvantages, and as long as Canadians have control over matters that affect them, international unionism will remain the best form of worker organization to serve its members, Williams believes.

THE ONTARIO FEDERATION OF LABOUR: A SPANNER IN THE WORKS OF THE BIG BLUE MACHINE

"We are perturbed at the insular attitude of your Government. **You seem to rely on the advice of the "big blue machine" rather than listen to the advice of the people of Ontario through their elected representatives and community groups,"** the Ontario Federation of Labour chided the provincial Government in its annual brief on legislative proposals. "The 'see no evil, hear no evil' attitude of the Government is disturbing and makes it difficult for groups such as ours to co-operate on policy or issues where Government wants co-operation and co-operation is possible," the brief continued.



The Federation, which represents 700,000 members of affiliated unions throughout the province, called for more labour representation on various advisory and fact-finding boards and commissions—particularly those dealing with matters where labour has consi erable expertise, and has had e perience and direct involveme such as the task forces on housin on human rights and on wor men's compensation. As well, n one senior official of the Minist of Labour comes from the ranks labour, the brief continue whereas the federal Governme has chosen people from labour fill such responsible posts as de uty minister, chief conciliation o ficer, and chief of the researc branch.

"No special attention is bei given to the problems facing t youth, and equal opportunity f women is far from won." A though the Women's Bureau w commended for having done a fa job in its efforts to achieve equa ity of opportunity for women, t brief called for the appointment women to labour arbitrati boards, conciliation boards a senior positions in the Ministry Labour.

Quoting from the report of the Mayor's Task Force on Unemployment in Toronto, the Federation charged that 12.2 per cent of the labour force in Metropolitan Toronto remained unemployed for 10 days or more in the first half of last year; and, by the latter part of the year, 42 per cent of these were still, or again unemployed. Unemployment among those 24 years of age and under was high, with over 34 per cent of males, 28 per cent of females, and 9 per cent of female heads of households unemployed.

"Instead of blaming the youth and women for entering the labour force, we must find solutions to unemployment to absorb the increased entrants to the labour force." To help solve the unemployment problem, the Federation demanded a restructured and equitable tax system; more government equity in corporations receiving subsidies, grants and forgivable loans; and increased spending in the public sector, especially on housing.

Although the legislation requiring provincially incorporated companies to have a majority of Canadian directors was lauded by the Federation, the latter called for more comprehensive legislation, federal and provincial, "requiring all corporations to operate in all aspects of their dealings according to a set of guidelines created by our governments."

The foreign takeover of the Ontario book publishing business was contrasted with the situation in radio, TV and newspaper businesses, which have "to some extent" been protected; this protection should be extended to book publishing, especially textbook publishing if "we are to maintain our cultural heritage." The Government was urged to act to halt the takeover; to encourage the production of Canadian-authored, Canadian-produced books; and where public funds are allocated to Canadian publishers, "to provide that such funds be expended exclusively in Canada under union shop conditions."

The Government is moving in the direction of more third-party interference in labour relations, the brief declared, against the wishes of both labour and important sections of management. Where intervention is needed, however, the Government is not fulfilling its responsibility for administering certain provisions of the employment standards legislation. The section of the Public Service Act amended by Bill 105 should be rescinded to allow Crown employees equal status with other workers who

THE FOREST INDUSTRY: THE ILO ON ITS FUTURE, DOMTAR ON ITS PAST

...re social consequences of ...anges in technology in the tim...er industry were highlighted at **...he Second Tripartite Technical ...eeting for the Timber Industry** ...Geneva in April. ...he meeting, which brought to...gether about 150 representatives ...f governments, employers and ...workers' organizations, **struck a ...rophetic note in its examination ...f job security:** As the **Gazette** ...es to press, several Canadian ...evelopers are retooling their ...plant and turning down orders ...o meet a growing scarcity of tim...er as mill stoppages continue in ...he industry.

...elegates of the 24 countries ...ere took part in the conference ...xamined the effects of the con...lusions of the first conference, ...eld in 1958, gauging the kind of ...anges that have taken place and ...ossible new prospects.

...he conditions of work and life of ...resters have changed much in ...he 15 years since the first confer...nce. While pay has now reached ...more satisfactory level, **there is ...learly a need for a more system...tic development of welfare facil...ies and services** for timber work...rs, delegates concluded.

Better planning for the creation of secure employment is needed, as well as the development of pay systems or wage-fixing; the promotion of "safe employment" through appropriate research in technology; and the development of occupational planning, health and safety and health measures.

The meeting asked the ILO to consider creating a timber industries committee similar to existing ILO industrial committees dealing with other industries.

Delegates recommended "as a matter of urgency" the undertaking of research nationally and internationally on eliminating the

hazards associated with the use of particular equipment.

Three priority lines of action were envisaged in the field of employment: (1) Planning in the forestry industry at the national level and at the level of the large enterprise; long-term land use plans complemented by explicit national forestry policies drawn up in consultation with employers' and workers' organizations. (2) Choice of suitable technology: in developing countries where capital is scarce and where many workers are unemployed or under-employed, the emphasis should be generally placed on the streamlining of operations and the use of improved hand tools, rather than on the newest machines. And (3) improved vocational training at all levels.

All measures should be envisaged, delegates concluded, at the level of the undertaking and at the national regional and international level, and close co-operation between employers and workers at the level of the undertaking will be the surest means of achieving improvements.

The Canadian delegation consisted of: Government: J. P. Whitby, Manager, Manpower Planning and Staffing, Canada Department of Labour, and George Bishop, Director, Research Branch, British Columbia Department of Labour; Employers: B. Panet-Raymond, Executive Vice-President, Quebec North Shore Paper Company, and John Billings, President Forest Industrial Relations Ltd Workers: Jack Moore, President Regional Council No. 1, International Woodworkers of Americ and Tulio Mior, President, Loc 2693, Lumber and Sawmill Wor ers Union, United Brotherhood Carpenters and Joiners of Americ

J.D.

THE RIVER DRIVE

The river drive belongs to Ca ada's folklore, to its literature, i poems and songs, and soon it wi be no more.

It's like saying good-bye to part o one's very history, for that's wha it is in Québec. We visited the Jac ques Cartier Division of Domta Woodlands recently to take part i one of the last drives. There w found men who gained their live lihood on the rivers in the fores of Québec.

One such man is Marc Poulin General Foreman on the uppe reach—from the source of the Jac ques Cartier River to Stonehan Marc explained the drive: th wood is cut in the forest, loade on trucks that carry it to the rive where it is dumped in, and that' where the drive begins. Sixty-fiv miles of river, 60,000 cunits o wood a year, and 50 drivers wh skilfully manoeuver the logs dow to the Donnacona mill.

long the Jacques Cartier, as on ost of the rivers driven in Québec or elsewhere, when the mills pened, there had to be some efcient and profitable way to get e wood down from the upream forests. In that time, before e new technology, before great nsiderations of safety, when life as rough, the work of the drivers as dangerous and almost legenary.

he drivers on the Jacques Cartier llow the logs—from the first river ck down to the mill, a distance f nearly 65 miles—keep them oving, free them from pile-ups nd pull them in from the banks. If big pile-up blocks the river, they se chains and even tractors to ull them free.

uring the winter, the logs are acked on jetties and in spring, e stacks are fed into the river. hat's when the "sweep" begins. he swifter the current, the less kely it is that logs will be lost on e way. In spite of every precaution, it often happens that the logs unch up, stop and get stuck in e middle of the river, piling up n top of each other until they ake a veritable dam. That means rouble, and the men have to go arefully.

or nearly three years now, the en have been forbidden to limb onto wood floating in the ater—too many accidents in the ast. Now they use motorboats hen they have to free the wood.

Even so, **three men were drowned last spring while trying to knock down a winter jetty.** No one knows the exact circumstances of the accident but presumably some of the wood broke up under the water and overturned their boat.

We also met M. Poulin, once from the Beauce Valley, who now guards the Lake Savary lock, and who has driven on all the rivers in the Beauce and the Gaspé. "When I began driving in the '30s, we sometimes stayed in the forests for more than three months. We began at four in the morning and quit at eight at night. We had beans four times a day with biscuits and molasses. In the evenings, we cut wood to warm up. We slept under a tent and covered ourselves with spruce branches. All that for $1.75 a day. In those days men were hired according to the size of their wrists. The bigger their wrists the better their chances of being taken on. You go by water, or you go home; that was the order of the day."

Even though moving wood down the waterway may seem simple, it requires care and watchfulness at every moment. That's why six locks have been built all along the watercourse. The wood may be stopped at the locks or allowed to go through, helped along by the water, the wind or the rain—three important influences on how fast the logs get to the mill.

There's no telling how long it will take to bring the logs from the

head of the river down to Donnacona. "If all the elements are in our favor, the wood will get there in a week," Jean-Pierre Sansfaçon, Drive Foreman, told us. "Otherwise, it could be a month." The men have to help nature along when it refuses to co-operate! If the lake is too wide, they make a path with the help of logs attached to each other, or close them in with a boom and haul them by truck from the head of the lake to the lock. The lock keeper must be constantly on the watch as the wood goes through. Otherwise the wood will pile up and he'll have to break up the logs with his pole. In addition, whirlpools may form on each side of the lock, digging under it and lifting it up. When that happens, the lock keeper has to toss in sandbags or old mattresses, or the dam will break.

Despite all precautions, some three per cent of the wood is lost. Some of it sinks to the bottom and is never found again. In summer '72, six to seven thousand tons of wood was driven down the Savary, a tributary of the Jacques Cartier River. Every four years the men clean up the banks. The cost of the drive, from the starting point down to the mill, is upwards of a dollar a cord.

In a year or two, the drive will be over on all the rivers. There are several reasons for the decision to end it. First, in order to meet the growing demand, the mills have to have a quicker way of getting their wood, and trucking speeds up the process. Secondly, bark and other waste from the logs pollute the rivers. Finally, trucking is cheaper.

The present drivers will have t turn to other work in the forest i dustry, and we have no doul they will be among the most ski ful and most valiant.

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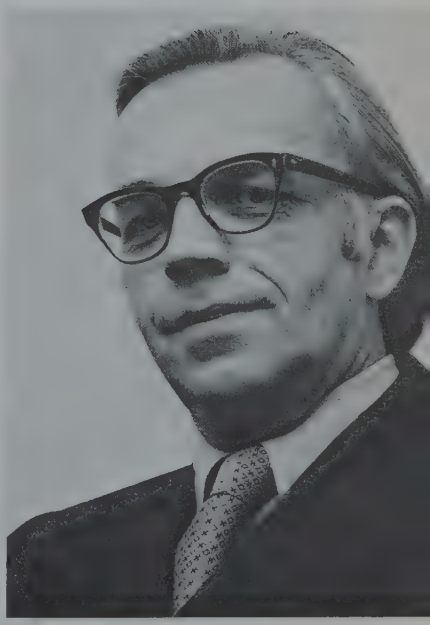
PRODUCTIVITY, COSTS AND PRICES: THE LONG AND SHORT OF IT

BY ALLAN A. PORTER

What there is to say about the behaviour of the productivity of labour, of unit costs of production (labour costs and non-labour costs), of prices, and about the relation of each to the other depends, in part, on the time period under consideration. It depends as well on the industries examined, the stages of the production process taken into account, whether the total labour force is covered or only so-called direct or production labour. But a principal element is the time factor, whether long-term trends are studied or attention is confined to recent, short-term developments.

All of these and other factors are considered in a recent study, Productivity, Costs and Prices, published by the Canada Department of Labour, which covers the experience of 22 selected manufacturing industries and of all manufacturing for the years 1949 to 1968, inclusive. (The book, catalogue number L41-1173, is available at $3.75 a copy from Information Canada.) Since completion of the book, data for 1969 and 1970 have become available and supplementary tables have been prepared, bringing up to date some of the principal statistical series presented in the report. The book provides, in its 366 pages, detailed information and analysis. This article gives a capsule description of the essential concepts used in the study and summarizes some of the chief findings.

"The productivity of labour has an important influence on the demand for labour and, according to theory, the wages to be paid to labour. Changes in such productivity, divided by changes in wages,



Allan A. Porter

determine change in unit labour cost of production, an important component of change in product prices. Therefore, anyone who wants to examine the processes by which wages or prices are set should have information on labour productivity. Since collective bargaining is so often the social mechanism whereby wages are set, observers of industrial relations also need such information.

"While the levels of and changes in wages and prices are certainly influenced by general economic conditions, the fact is that each individual wage rate and each price for a product or service is set by a firm or group of firms and, in the case of wages covered by collective bargaining, employers and unions. Therefore, the economic conditions peculiar to the particular price- or wage-fixing unit are of great importance; they include labour productivity and unit costs of production."

These opening paragraphs of the book explain why the study was undertaken. Credit must go to Statistics Canada as not only the source of the data on which all studies of Canadian productivity, costs and prices are based, but as one of the principal producers of studies as well. Therefore, this study is intended to add to the stock of much-needed information in this field. To be more specific, the report offers at least partial answers to questions about trends in:

- —productivity of labour
- —wages paid to labour
- —unit labour cost of production
- —unit residual (i.e., nonlabour) cost
- —the relation of unit labour and unit residual cost to price movements
- —labour's share of income from production.

However, there are many things that the study does not do, as this quotation points out: "It does not explain why labour productivity has been increasing or decreasing or why it is changing at the rate indicated; it cannot reveal how much of the change in unit residual cost can be attributed to a change in price of residual input and how much to a change in residual productivity; it does not indicate why price has moved up (or held steady or declined), be it in response to increased demand or rising costs."

It is important to stress the last point. Whether and when inflation is a result primarily of cost-push or of demand-pull is an important question to which policy-makers, employers and union leaders would like an answer; but this study does not provide it. That having been said, it is important to add that the essence of the study is its examination of the cost components of price change at the level of the manufacturing establishment. **This analysis makes it possible to compare the changes in unit labour and unit residual cost relative to price change.**

The study measures the change from year to year in the amount of output produced by a worker and, as with all other data prepared for the study, presents index numbers for each industry, from 1949 to 1968 with 1949 the base year. Based on these index numbers, trend rates of change were computed (using the ordinary least squares technique) for the full 1949-1968 and the more recent 1961-1968 periods. They indicate the average rate of change per year in labour productivity, i whatever is measured. Suppl mentary tables, adding data f 1969 and 1970 and trend rates f the 1961-1970 period, have bee computed. Obviously, measurin productivity change is more cor plex than is implied in the simp definition offered above, whic however, must suffice for this a ticle; the subject is discussed detail in Chapter Two of the book

Unit labour cost is, in simp terms, what is paid for the labo time required to produce a unit output. As with all other measure in the report, changes from year t year, not absolute levels of unit l bour cost, are measured. If te hours of labour time were re quired to produce a certain prod uct, and if labour were paid $4.0 an hour, the absolute labour co would be $40.00; if a year late only eight hours were required, l bour productivity would have in creased 25 per cent (there woul be a 20-per-cent reduction in th amount of time required to pro duce one unit, but in the same te hours, 1.25 units could now b produced). If hourly wages ha not changed, then unit labour cos would have decreased by 20 pe cent (it would now cost $32.00 c labour time rather than $40.00 t produce one unit, which is 20 pe cent less). If wages had risen fron $4.00 to $5.00 an hour, a rise of 2 per cent, unit labour cost woul have been unchanged (a rise of 2 per cent in labour productivit being matched by an equal rise i the cost of labour), and a rise of 3 per cent in hourly wages woul mean an increase of 4 per cent i unit labour cost. (This can be ob tained by dividing the index o wages, 130.0, by the index of la bour productivity, 125.0, wit 104.0 as the result.)

Whether we are looking at the total labour force (production workers, clerical, supervisory, managerial and technical employees, etc.) or only at production or direct labour, it makes no difference to how productivity change is measured. If labour productivity is measured in terms of output per man-hour, then the measure of labour input is man-hours and if it is output per worker, the input is number of workers employed. But this difference is not relevant to measuring change in unit labour cost, which is done by dividing change in total payroll by change in total output.

Because this study goes back to 1949 and data on man-hours are not available for years preceding 1961, labour productivity is measured in terms of output per worker, not per man-hour.

In an industrial society, rarely, if ever, does anyone do all the work himself in producing something of economic value. In pioneer days, a man might cut down a tree, saw the wood into the necessary sizes, and make a table or chair. Even then he would probably have purchased the nails and the tools he needed from someone else, not unless he were trying to be as independent as Robinson Crusoe who, after all, had no choice.) However, we can say that he made the table almost entirely on his own.

Today, most people buy their tables from a furniture store. Before the table reached the store, its manufacture went through many stages, each carried out by separate organizations, each stage carrying the operation closer to the final one, putting the table in the store for sale. Obviously, the first stage occurs in the forest where the tree is cut down, then the cutting of the tree into lumber in the sawmill, shipping the lumber to the furniture factory where it is further cut, shaped, assembled as a table, painted, and shipped to the retailer. (Some steps may have been omitted from even this straightforward operation; in most manufacturing operations, the manufacture of an automobile, for example, the number and complexity of stages is obviously much greater.)

Needless to say, a table is of no value as a table until it is, in fact, a table. (The reason for making such an apparently fatuous statement is clear in the rest of this paragraph.) But, in our age, unlike that of the pioneer who made his table entirely on his own, the table becomes a table through the various stages described above; at each stage, additional utility or value is created. **The tree in the forest is essential to the manufacture of a wooden table, but as a tree, it is useless as a table. The cutting down of the tree is the first step, and some value is created by that action; cutting the tree into lumber creates additional value; and so on. Each step in the process creates additional or added value; the additional value created by each step is called "value added."**

Measuring productivity in a manufacturing establishment means measuring the amount of value, or value added, created in the establishment. To continue with our example of the table, the action of cutting down the tree is not regarded as a manufacturing operation; this activity is assigned to the logging industry. The conversion of the logs into lumber is a manufacturing operation and is assigned to the industry group that includes sawmills, while the final stages of manufacturing the table from the lumber are carried out in an establishment manufacturing household furniture. If we want to measure productivity in the household furniture manufacturing industry, we are concerned only with the value added in that industry and must exclude from our calculations the value added in the earlier stages.

In a manufacturing operation, raw materials are brought into the establishment from outside, in our example, lumber, nails, screws, paint and other materials. These materials are processed into tables, chairs and other articles by the workers in the plant, using tools and equipment provided. Each establishment (which is what statisticians and economists usually call a plant or factory) has a labour force (comprising all workers from top plant management down to the lowest paid labourers) and a stock of capital equipment (tools, machinery, other equipment and the building itself). It is the application of the labour and capital to the raw materials, making them into useful articles, that creates value added.

And here we come to a rather subtle but very important distinction that is essential to this study. Value added has a "real" as well as a monetary aspect. Raw lumber has no utility or "real" value in itself (for the sake of argument, let's ignore possible uses of raw lumber as such), except as the essential component of wooden furniture, etc. Making a table out of the lumber creates something useful, something having utility (to use

the economists' term); this final manufacturing operation has added further utility to the potential utility of the raw lumber, and this is real or (if you like) physical value added. A table has been made and, aside from whatever money value it has, it has real, nonmonetary value as well.

Value added in money terms is calculated by Statistics Canada as follows: a gross value of output or shipments is computed as they leave the establishment; this measure of gross value incorporates the cost of raw materials, fuel and energy brought into the plant plus the additional value created by the use of labour and capital in the plant; when the cost of the raw materials, fuel and energy is deducted from the gross value, what remains is value added, in money terms. (This description of the Statistics Canada computation is a simplified one; it is set forth more fully in Chapter Four of the book.)

Now, value added, in money terms, may change over a period of time more or less than value added in real, or nonmonetary terms. To continue with our simplified example, if all a particular establishment produces is a standardized kind of table that does not change in design or specifications (this is, of course, a very simplified case), a workable measure of change in real value added is change in the number of tables produced. Over five years, the output of tables may increase 25 per cent, but over the same period, money value added may increase 50 per cent; the index of output (or "real" value added) is 125 (the value in the base year, or year of origin is always 100) and the index of value added is 150. Thus there has been an increase of 20 per cent in value added per unit of output (150 ÷ 125 = 1.20), which means that the money expression of value added has increased 20 per cent for each unit of output (or of "real" value added.)

Money value added per unit of real output is a kind of price and is in fact called "implicit, value-added price." The fact is that no one ever pays such a price, which is why it is called implicit, but it is an essential notion in analysing the relations between productivity, costs and prices in manufacturing. Retail and wholesale prices incorporate costs and profit elements that do not arise out of the manufacturing part of the operation; the wholesale price, for example, includes costs of raw materials that cannot be included in value added. Implicit, value-added price is that part of the price that can be attributed to the establishment.

It has been explained that the establishment is the building, machinery, equipment, etc. (the capital) plus the labour employed there. The labour and capital together create value added and the money equivalent of that value added is paid to the labour and for the capital employed. To be more precise, money value added is made up of payroll for the labour employed plus payments for the use of the various forms of capital, such kinds of payment including rental charges, depreciation charges, interest on debt, etc., plus that part of the firm's profit that can be attributed to the particular establishment.

Data are published by Statist Canada on value added and payroll (given separately for p duction labour and also as t wages and salaries for total bour), but figures are not provic for the nonlabour component value added. An aggregate fig can be obtained, however, by s tracting payroll from value add the result described in our book the residual, a term, please no used for this study and not by S tistics Canada.

Just as change in labour prod tivity (output per worker) is co puted by dividing change in o put by change in employme and change in unit labour c (payroll per unit of output) obtained from dividing change labour payments (payroll) change in output, so change unit residual cost is obtained fr dividing change in the resid (described just above) by chan in output.

Since the productive activities the establishment (that is, t creation of value added) are e tirely those of the labour and t capital employed in the esta lishment, change in value add per unit of output, that is, in imp cit, value-added price, is the su of changes in labour and residu (or capital) payments per unit output, that is, of unit labour a unit residual cost. Since we a discussing changes as measur by index numbers or trend rates change, when these are added t gether to give us change in imp cit, value-added price, each mu be "weighted" in accord with i share of value added. In oth words, change in implicit, valu added price is the weighted su of the measures of change in ur labour and unit residual cost.

n our earlier example, it was said hat implicit, value-added price in- reased over five years by 20 per ent, being expressed in index umber form as 120. Assuming hat labour costs are 60 per cent of alue added and residual costs, 40 er cent, the composition of im- licit price change would be as ollows:

(115.0 x .60) + (127.5 x .40) = 120.0,

eaning that unit labour cost in- reased 15.0 per cent and ac- ounted for 60 per cent of total ost increase (relative to value dded) and unit residual cost in- reased 27.5 per cent and ac- ounted for 40 per cent of the to- l. The net effect of the combined anges is a 20-per-cent increase.

instead of considering total hange over a number of years, as xpressed by index numbers, we e interested in the annual trend te of change over the same time eriod, it might look like this:

(3.0 x .60) + (4.25 x .40) = 3.5,

eaning that unit labour cost in- reased at an annual rate of 3.0 per ent and unit residual cost at 4.25 er cent, the two combined pro- ortionately to give an annual rate f 3.5 per cent for implicit, value- dded price.

this example, unit labour cost is ncreasing less than unit residual ost but has a greater weight (that , higher percentage of value dded.) Of course, it is only an ex- mple. The fact is that among the ndustries studied there was great ariation in rates of change and in eights. **It is important to empha- ze that although an equation like ne one in the example shows ow the cost components of im- licit, value-added price compare, does not purport to indicate the esponsibility of each component, r degree of "blame" to be at- ched to each, for rising prices.**

This lengthy explanation of concepts and methods of measurement was unavoidable and had to precede presentation of the research findings. Even so, it has been necessary to simplify in order to be as brief and non-technical as possible. Of course, simplification can create misconceptions, and the reader is urged to read the fuller exposition in the book.

The study presents much more information than can be mentioned here and some measures are not mentioned at all in this summary. Because data are available for 1969 and 1970, at least with respect to the principal measures, which are available in supplementary tables along with the book, this summary takes them into account.

The use of a time period as long as 20 years (1949 to 1968) makes it possible to distinguish long-run trends from short-run movements and those that are merely deviations from the main path. Of course, long-run trends can change and what appears to be a short-term fluctuation may be the beginning of an important change in the speed and direction of change.

This study does not look at economic indicators, so that one cannot say, on the basis of the information presented, to what extent movements in productivity, costs or prices are related to general business conditions. However, it is well known that there is a connection. Therefore, while some changes follow a steady path upward (or, downward, but not often), other movements tend to follow the business cycle.

Before we look at some of the specific findings, it is well to point to the great variation in the experience of the industries examined. For every industry experiencing a high rate of change, one can point to another with a low rate or even a movement in the opposite direction. Although a very steady movement along a trend path (what is called, statistically, a good fit) is found in many instances, in others there is no clear trend at all.

For example, over the full 1949-1968 period, output per production worker increased at the very high annual rate of 25.6 per cent in petroleum and coal products and at as low a rate as 1.5 per cent in pulp and paper. (It was even lower, at 1.0 per cent, in motor vehicle parts and accessories, but what appears to be a break in statistical continuity in the productivity data for that industry between 1960 and 1961 means the trend rate must be viewed with some doubt.)

The greatest uniformity in behaviour among the industries studied was in the rate of increase in compensation per worker. Individual rates differed from the mean by about 18 per cent on the average. It is reasonable to infer from this that the conditions responsible for wage behaviour are much the same in all industries; at least, the conditions are more uniform than those responsible for changes in labour productivity and unit costs. The average fluctuation around the mean was 76 per cent with respect to labour productivity (i.e., output per worker), 171 per cent for unit residual cost and 346 per cent for unit labour cost (but over the 1961-1968 period, unit labour cost showed much less inter-industry variation than unit residual cost).

None of these findings are, when one thinks of it, especially surprising. Output per worker can be expected to increase rapidly in expanding industries or industries that have recently introduced new, more efficient technology, while it will probably increase more slowly in industries facing static or declining markets, or that have a lot of old plant and equipment, or that had a very high level of productivity to start with that cannot easily be improved upon. Similar explanations might be offered for the even-greater variations in unit labour and unit residual cost. The study itself does not test any of these explanations; it presents the facts about the behaviour of these measures of economic activity, leaving it to other research to explain the behaviour.

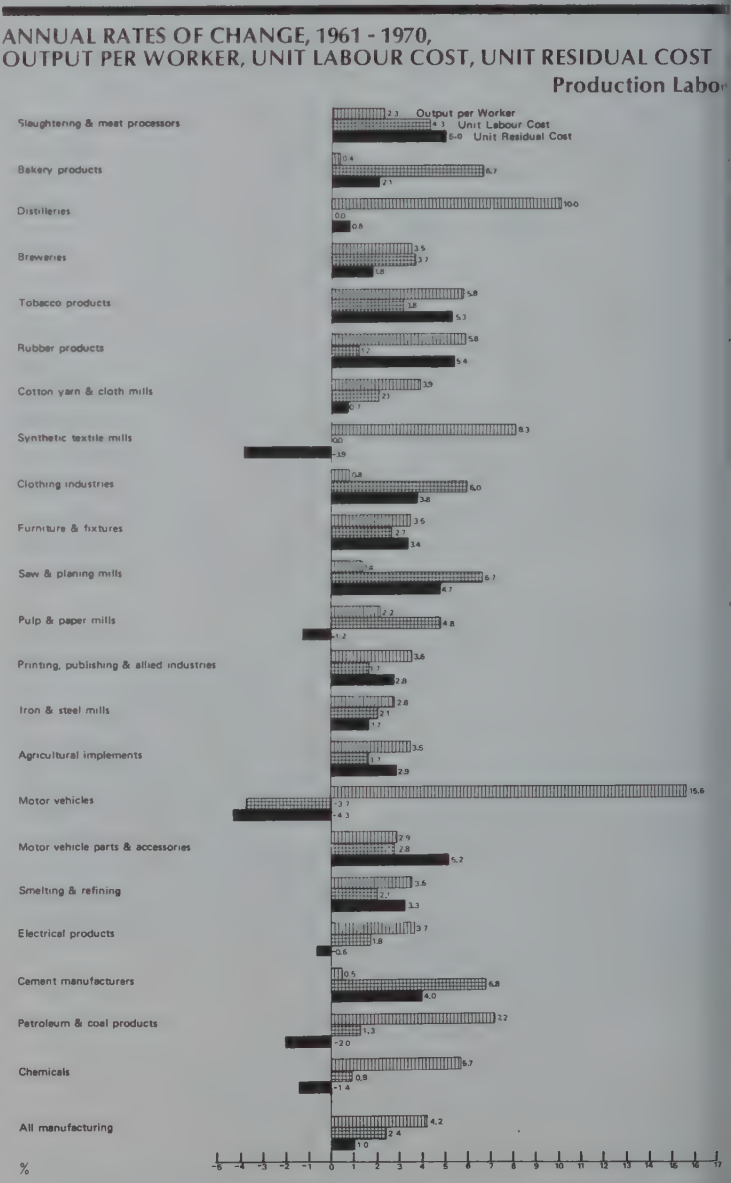
The industries covered, all of which are engaged in some form of manufacturing, are as follows: slaughtering and meat processors; bakery products; distilleries; breweries; tobacco products; rubber industries; cotton yarn and cloth mills; synthetic textile mills; clothing industries; furniture and fixtures; saw and planing mills; pulp and paper mills; printing, publishing and allied industries; iron and steel mills; agricultural implements; motor vehicles; motor vehicle parts and accessories; smelting and refining; electrical products; cement manufacturers; petroleum and coal products; chemicals.

Changes in the Standard Industrial Classification and in the definition and measurement of some of the activities of the industries were introduced by Statistics Canada, affecting the data beginning chiefly in 1961. To establish continuity of all series over the full 1949-1968 period, the date were adjusted where necessary. The nature of the changes and the adjustments are described in the book.

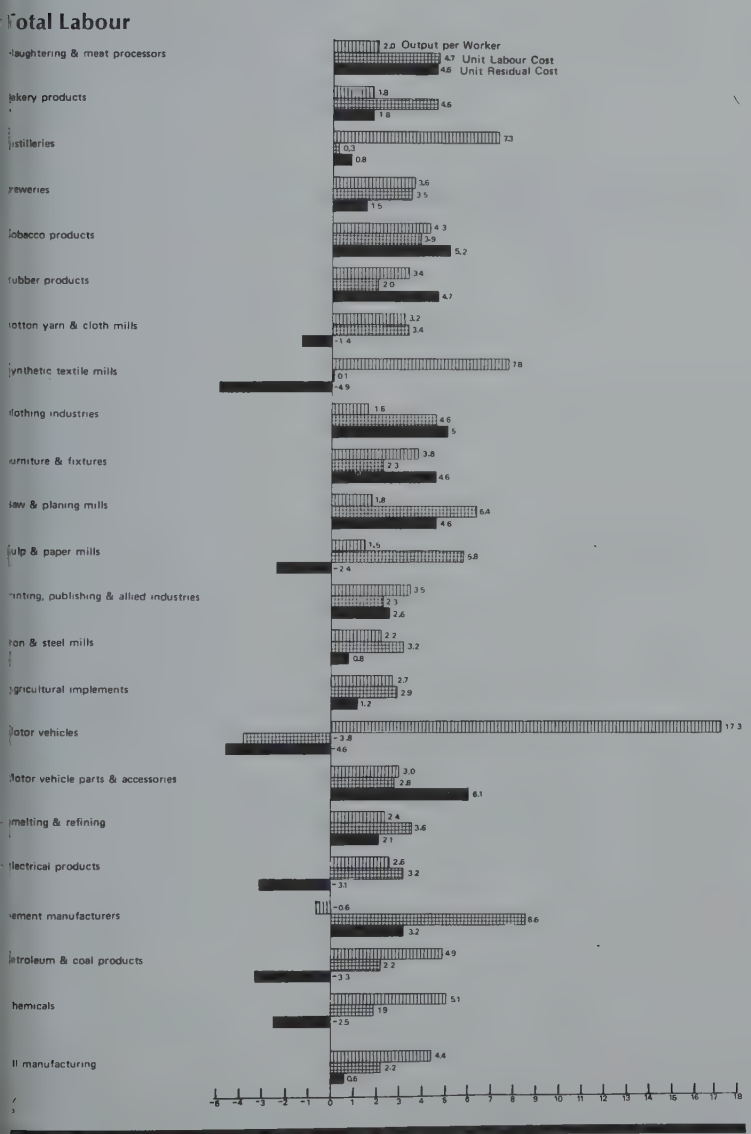
Research covering a period beginning in 1961 or later does not require such adjustments. For this reason, measures of productivity, etc., covering this more recent period found in other studies may differ somewhat from those reported in this book. In the brief analysis that follows, discussion of

the 1949-1968 and 1961-1968 me sures refers entirely to those in t book that are based on adjust data. The supplementary measu incorporating recently availab data for 1969 and 1970, howev are based on the data as publish by Statistics Canada, and not a justed.

ANNUAL RATES OF CHANGE, 1961 - 1970,
OUTPUT PER WORKER, UNIT LABOUR COST, UNIT RESIDUAL COST



The table presents annual trend rates of change for output per worker, unit labour cost and unit residual cost for three time periods: 1949-1968, 1961-1968, and 1961-1970; the chart illustrates these rates for the 1961-1970 period. Each person can make his own observations and draw his own conclusions, but below are some of the principal findings. Many of the observations to follow are based on data presented in the book that cannot be set out in the confines of this article. However, the observations seem important enough to be offered here and they may stimulate the reader to turn to the book.



Some of the principal findings are:

1. Productivity (output per worker)

—increased more, for most of the industries studied, in the 1950s than in the 1960s, which can be inferred from the fact that for 20 of the 22 industries studied as well as for all manufacturing, the rates for the 1949-1968 period were greater than for the 1961-1968 period and, although this does not automatically mean that the 1949-1960 rates must necessarily exceed those for 1961-1968, ordinarily this is the case;

—increased slightly more for production than for total labour (the latter incorporating production labour and all forms of non-production labour as well) over the 1949-1968 period, at a rate of 5.9 per cent per annum in all manufacturing for production labour and 5.8 per cent for total labour, with higher rates registered for production labour in 14 of the 22 industries studied;

—increased slightly less for production than for total labour over 1961-1968 in all manufacturing, with an annual trend rate of 3.7 per cent for production and 3.9 per cent for total labour, but with 11 industries registering higher rates for production than for total labour, 10 industries registering lower rates and one industry showing the same rate for both.

Notes concerning these rates appear at the foot of the tables at the end of this article containing the data on which this chart is based.

2. Unit labour cost

—increased in most of the industries studied and in manufacturing as a whole, meaning that compensation per worker (wages and salaries) increased more than output per worker;

—increased significantly more in the 1960s than in the 1950s, as indicated by the fact that the annual rates of increase for the 1961-1968 period tended to be three to four times the rates for 1949-1968, the recent 1961-1968 rate in all manufacturing for production labour being 2.0 per cent compared with 0.5 per cent for the full 1949-1968 period, and for total labour, 1.9 per cent compared with 0.7 per cent;

—with respect to production labour, showed rates of decrease in 10 of the 22 industries for the full period and for only three industries over the 1961-1968 period, and, relative to total labour, it showed a downward rate for eight industries over the full period and for five industries over the recent period;

—because the rate of increase in compensation per worker was fairly steady over the full period studied (in all manufacturing the annual trend rate of increase for production labour was 7.2 per cent for 1949-1968 and 6.3 per cent for 1961-1968, and for total labour the rates were 7.5 per cent and 6.3 per cent), the reason for the accelerating increase in unit labour cost was the declining rate of increase in labour productivity;

—increased more, or decreased less for total than for production labour in 14 of the 22 industries over 1949-1968 and in all manufacturing at 0.7 per cent per annum compared with 0.5 per cent for production labour; but there was little difference on the average between production and total labour over the more recent period.

3. Unit residual cost

—increased more than unit labour cost, on the average, over the full 1949-1968 period but less over the more recent 1961-1968 period;

—with respect to production labour (in which the residual includes compensation to nonproduction labour as well as nonlabour costs), the full-period trend rate in all manufacturing was 1.3 per cent and it increased more, or decreased less, than unit production labour cost in 15 out of 21 industries (a rate could not be computed for smelting and refining for the full period); over the recent period the annual rate of increase in all manufacturing was 0.2 per cent for unit residual cost and 2.0 per cent for unit labour cost, both with respect to production labour, although among the industries studied, the number showing a greater increase or smaller decrease in unit residual cost than in unit labour cost matched those showing the opposite;

—with respect to total labour (in which all payments to labour are excluded from the measure, leaving only the nonlabour payments), the full-period rate of increase in all manufacturing was 1.2 per cent, compared with 0.7 per cent for unit labour cost, and over the recent period there was a rate of decrease of —0.1 per cent for unit residual cost, compared with an upward rate of 2.0 per cent for unit labour cost; over the full period, the rate for unit labour cost exceeded that for unit residual cost in only seven of the industries studied, but over the recent period, the number of such industries was ten (including those cases where the rate of decrease was less).

4. Non-production labour (cle cal, supervisory, managerial, tec nical, professional)

—increased as a proportion of t labour force, meaning a decline the proportion of production labour;

—in manufacturing the propo tions changed only slightly, t relative employment of produ tion labour dropping from 81.1 p cent in 1949 to 77.7 per cent 1968, but among the 22 industri studied, 16 showed a trend rate increase in the proportion of no production workers, the chan being especially notable in dist leries (annual rate of increase 5.7 per cent), breweries (4.3 p cent), cotton yarn and cloth mi (4.5 per cent), cement manufa turers (16.9 per cent), and chem icals (6.6 percent);

—average compensation p worker increased slightly more f nonproduction than for produ tion labour over the full period all manufacturing and in 13 of t industries studied, but at the sam rate in all manufacturing over t recent period, with a higher rate only nine individual industries;

—slightly greater increases in pa for nonproduction labour over t 1949-1968 period, on the averag combined with a slightly low rate of increase in output p worker, explain the somewha greater rate of increase in unit la bour cost for total labour (includ ing nonproduction labour) tha for production labour alone; an the fact that such differences wer not apparent for the 1961-1968 pe riod explains the greater similarit in the rates of increase in unit la bour cost for production and fo total labour.

Prices

implicit, value-added prices rose ss in most instances than whole- le prices (as measured by the atistics Canada industry selling ice indexes); and since whole- le prices include costs of raw aterials, fuel and energy that are ot part of value added and not rt of implicit, value-added price, appears that raw material and ergy costs were a greater part of sing prices of manufactured ods than costs of processing;
at the retail level, at least in the se of those industries that were udied and for which data are ailable, retail prices in most ses rose more between 1961 and 1968 than implicit, value-added or wholesale price (for details, see page 86 of the book and industry analyses in Chapter Ten); this may reflect rising costs or higher profits (or both) at the retail level; or higher sales taxes that affect retail price indexes but not the other indexes;
—although prices and costs may both be increasing, it does not necessarily follow that costs have pushed prices up, the other possible explanation being that general conditions of demand pulled up prices and costs; the study does not try to determine which explanation is correct.

6. Recent developments

—adding data for 1969 and 1970 produces higher annual rates of increase for 1961-1970 than those computed for 1961-1968, for output per worker and for unit labour cost, with the greater increases being in unit labour cost;
—unit residual cost continued to show more variation from one industry to another than unit labour cost or output per worker, during 1969 and 1970 as over the 1961-1968 period, exhibiting, on the average, no strong upward or downward trend, which has been the case since 1961;
—the following table indicates the changes in each series for each industry between 1968 and 1970:

CHANGES BETWEEN 1968 AND 1970

	Output per worker		Unit labour cost		Unit residual cost†	
	Prod. Labour	Total Labour	Prod. Labour	Total Labour	Prod. Labour	Total Labour
	%	%	%	%	%	%
aughtering and meat processors	4.9	2.5	11.1	14.7	10.1	4.2
akéry products	− 7.4	3.8	22.8	13.1	− 1.8	− 4.0
istilleries	17.8	15.2	6.7	6.3	− 3.3	− 4.2
reweries	4.7	13.2	12.6	4.7	− 0.3	0.4
obacco products	16.3	15.6	3.3	2.1	9.0	10.6
ubber Industries	6.1	1.0	10.7	22.4	4.0	− 7.4
otton yarn and cloth mills	9.1	6.8	3.2	6.2	3.2	0.9
ynthetic textile mills	12.3	11.7	2.2	2.3	− 8.2	−11.8
lothing industries	0.5	2.0	12.3	10.4	1.4	0.4
urniture and fixtures	2.1	2.6	11.9	11.0	10.0	10.4
aw and planing mills	2.5	1.0	13.4	15.2	−36.6*	−47.9*
ulp and paper mills	8.1	1.6	5.3	14.3	13.4	5.8
rinting, publishing and allied industries	4.3	8.9	8.0	4.0	3.2	3.4
on and steel mills	5.5	1.0	10.7	17.8	9.1	2.5
gricultural implements	− 0.7	− 3.8	16.1	21.5	4.3	−12.8
lotor vehicles	−12.3	−10.8	25.4	29.4	15.4	5.0
lotor vehicle parts and accessories	0.3	− 1.6	9.3	13.7	8.5	3.0
melting and refining	4.8	1.3	8.1	12.1	5.4	− 0.1
ectrical products	4.9	6.6	8.3	9.4	3.3	− 2.8
ement manufacturers	− 3.2	− 6.0	20.3	24.7	8.2	5.1
etroleum and coal products	9.1	6.0	7.5	9.4	0.8	−10.3
hemicals	8.2	8.7	7.9	− 1.6	− 6.4	− 5.7
ll manufacturing	5.1	6.1	8.8	8.4	1.1	− 2.8

These remarkable reductions result from a substantial reduction in value added between 1969 and 1970, the reasons for which cannot be deducted from the statistics.
For definitions of unit residual cost, production labour, total labour, see notes a and b to the table on annual rates of change.

Many people try to find some group in the community they can blame for rising prices. Some say that rising wages and labour costs are the culprit, others put the finger on profits. It has been emphasized in this article and in the book **Productivity, Costs and Prices,** that one needs to have much more information and insight than can be obtained from data on cost and price behaviour even to attempt to resolve the debate. That is one thing this study does not do.

The study provides data for further research, including perhaps research into the causes of rising prices. Productivity is an important element in the demand of employers for labour, the relation of productivity changes to wage behaviour is of concern to economists, businessmen, union officials and government. The information provided from this research can be used for such purposes.

But, in addition to that, the study does tell us that over the long run (the period 1949 to 1968) and on the average for most of the industries studied, unit labour and unit residual cost moved pretty well in line with each other. If, for example, unit labour cost increased more rapidly than unit residual cost, the "labour share" (i.e., proportion of value added accounted for by wages and salaries) would automatically have increased. The study examines the labour and residual shares in some detail and reveals a strong long-run stability, that is, little change over 1949 to 1968 (computations including 1969 and 1970 have not yet been made).

What is revealed is evidence of cyclical behaviour. The labour share tended to decrease during the 1950s and increase in the 1960s. The more decided uptrend in unit labour as opposed to unit residual cost in recent years indicates an increase in the labour share over the same years, but if past history is any guide, this is part of a cyclical pattern and does not indicate any secular trend toward a permanently greater labour share.

Because the components of the residue (what remains when total wages and salaries are subtracted from value added) are not known, no answer is possible from this study on the behaviour of profits. They are a part of the residue but only a part. Perhaps other studies can introduce specific data on profits, capital investment and so on; in fact, the Department of Industry, Trade and Commerce has done some work of this sort.

This piece, which is essentially a summary article, can best conclude by quoting the closing paragraph of the book: "The data offered in this study ... provide a basis for some judgments, however tentative, on the relation of productivity, wages, salaries, costs and prices. This study is not an isolated one ... one purpose of this report is to complement the other research to broaden and deepen our basic knowledge in this field."

The sources of information: A the basic data used in the stuc "Productivity, Costs and Price are from publications of Statisti Canada or, to use its former nam Dominion Bureau of Statistic which is the name found in mc of the publications that we used. The particular publicatio used are specified in vario places in the book. Suffice it he to point to the principal sourc within Statistics Canada.

The primary source of all the bas information on numbers of wor ers employed, total payroll (wag and salaries) and value added the Annual Census of Manufa tures. Estimates of real output a made in the National Output D vision and appear in reports on e timates of real domestic product.

Other data serving supplementa parts of the study come from th Labour Division and Prices Div sion of Statistics Canada and fro the Surveys Division, Economi and Research Branch, Labour Ca ada.

(Allan A. Porter, writer of this a ticle, is also author of the boo **Productivity, Costs and Price** which is summarized here. M Porter is Chief, Wages Researc Division, Economics and Researc Branch, Canada Department of La bour. Responsibility for this articl and the book on which it is base is his alone, and the findings of h research are not intended to re flect official department polic Nor is Statistics Canada, principa source of the data used in th study, responsible for the treat ment of the data in this project.)

ANNUAL RATES OF CHANGE*—OUTPUT PER WORKER

	Production Labour			Total Labour		
	49-68	61-68	61-70	49-68	61-68	61-70
	%	%	%	%	%	%
aughtering and meat processors	5.2	2.4	2.3	5.3	2.9	2.0
akery products	2.2	0.8	0.4	2.3	1.4	1.8
istilleries	23.0	8.2	10.1	12.8	6.7	7.3
eweries	11.1	4.3	3.5	7.7	3.2	3.6
obacco products	12.4	5.2	5.8	11.4	4.6	4.3
ubber products	7.5	5.5	5.9	8.1	4.7	3.4
otton yarn and cloth mills	9.2	2.5	3.9	8.0	2.2	3.2
nthetic textile mills	10.6	4.6	8.3	10.3	4.4	7.8
othing industries	2.4	0.9	0.8	3.2	1.6	1.6
rniture and fixtures	5.0	3.8	3.5	4.9	4.2	3.8
w and planing mills	7.8	2.2	1.4	9.6	3.0	1.8
lp and paper mills	0.6	0.9	2.2	1.1	0.8	1.5
inting, publishing and allied industries	5.7	3.7	3.6	3.9	3.1	3.5
on and steel mills	6.7	2.1	2.8	5.8	2.1	2.2
gricultural implements	8.7	6.2	3.5	6.7	5.4	2.7
otor vehicles	11.6	16.2	15.6	11.9	17.7	17.3
otor vehicle parts and accessories	1.0	2.3	2.9	0.6	2.6	3.0
nelting and refining	4.6	2.6	3.6	3.3	1.8	2.4
ectrical products	9.3	3.5	3.7	9.0	4.4	2.6
ement manufacturers	5.5	0.9	0.5	3.4	−0.2	−0.6
troleum and coal products	25.6	5.7	7.2	20.4	6.0	4.9
emicals	12.9	5.4	5.7	12.4	7.4	5.1
l manufacturing	5.9	3.7	4.2	5.8	3.9	4.4

ercentage rates, computed by least squares of annual values.

ANNUAL RATES OF CHANGE*—UNIT LABOUR COST

	Production Labour			Total Labour		
	49-68	61-68	61-70	49-68	61-68	61-70
	%	%	%	%	%	%
Slaughtering and meat processors	0.9	3.0	4.3	0.8	2.5	4.7
Bakery products	3.5	4.6	6.7	3.4	3.8	4.6
Distilleries	−1.6	−1.1	0.0	−0.5	−0.5	0.3
Breweries	−0.8	1.3	3.7	0.2	2.6	3.5
Tobacco products	−1.1	1.9	3.1	−1.0	2.7	3.9
Rubber products	−0.2	0.4	1.2	−0.4	2.4	2.0
Cotton yarn and cloth mills	−0.9	3.2	2.1	−0.3	4.2	3.4
Synthetic textile mills	−2.0	1.3	0.0	−1.4	1.4	0.1
Clothing industries	2.2	3.5	6.0	1.4	3.7	4.6
Furniture and fixtures	0.9	1.6	2.7	0.9	1.1	2.3
Saw and planing mills	0.2	4.5	6.7	0.0	4.0	6.4
Pulp and paper mills	3.7	5.5	4.8	3.4	5.6	5.8
Printing, publishing and allied industries	0.8	0.8	1.7	1.9	2.0	2.3
Iron and steel mills	0.2	1.6	2.1	0.7	2.1	3.2
Agricultural implements	−0.3	−0.8	1.7	0.5	−0.8	2.9
Motor vehicles	0.0	−4.4	−3.7	0.0	−4.9	−3.8
Motor vehicle parts and accessories	5.1	2.4	2.8	5.9	2.2	2.8
Smelting and refining	1.0	2.5	2.1	2.0	3.4	3.6
Electrical products	−1.5	1.0	1.8	−1.1	−0.7	3.2
Cement manufacturers	0.9	5.0	6.8	2.7	6.1	8.6
Petroleum and coal products	−2.4	1.0	1.3	−1.8	0.1	2.2
Chemicals	−1.4	0.4	0.9	−1.1	−2.2	1.9
All manufacturing	0.5	2.0	2.4	0.7	1.9	2.2

*Percentage rates, computed by least squares of annual values.

ANNUAL RATES OF CHANGE*—UNIT RESIDUAL COST

	Production Labour[a]			Total Labour[b]		
	49-68	61-68	61-70	49-68	61-68	61-70
	%	%	%	%	%	%
aughtering and meat processors	0.0	3.9	5.0	−0.1	4.6	4.6
akery products	1.9	2.4	2.1	1.7	2.9	1.8
istilleries	1.4	1.3	0.8	1.3	1.4	0.8
reweries	1.4	1.3	1.8	1.3	0.9	1.5
obacco products	1.3	4.8	5.3	1.4	4.7	5.2
ubber industries	−1.6	6.2	5.4	−1.8	5.6	4.7
otton yarn and cloth mills	2.1	−0.6	0.7	1.9	−2.3	−1.3
ynthetic textile mills	−0.8	−4.3	−3.9	−1.0	−5.2	−4.9
lothing industries	1.1	5.3	3.8	2.2	5.0	5.1
urniture and fixtures	2.2	2.6	3.4	2.7	3.9	4.6
aw and planing mills	−0.4	6.7	4.7	−0.4	7.6	4.6
ulp and paper mills	0.5	−1.7	−1.2	0.2	−2.6	−2.4
rinting, publishing and allied industries	2.8	2.7	2.8	2.3	2.5	2.6
on and steel mills	3.6	0.7	1.7	3.7	0.1	0.8
gricultural implements	1.3	2.5	2.9	0.1	2.9	1.2
otor vehicles	9.5	−5.3	−4.3	1.2	−5.1	−4.6
otor vehicle parts and accessories	6.3	4.8	5.2	5.7	6.3	6.1
nelting and refining	y	3.1	3.3	y	2.8	2.1
ectrical products	−0.3	−1.1	−0.6	−0.2	−0.1	−3.1
ement manufacturers	5.1	2.9	4.0	4.5	2.6	3.2
etroleum and coal products	2.2	−2.6	−2.0	2.6	−2.6	−3.3
hemicals	0.2	−0.9	−1.3	0.5	0.0	−2.5
ll manufacturing	1.3	0.2	1.0	1.2	−0.1	0.6

*Percentage rates, computed by least squares of annual values

Because of problems with the continuity of some data for smelting and refining, it was felt inadvisable to compute a trend rate for 1949-1968 for unit residual cost.

[a]Unit residual cost, production labour, is based on the residual value obtained from subtracting production worker wages (but not non production worker wages and salaries) from value added.

[b]Unit residual cost, total labour, is based on the residual value obtained from subtracting allowances and salaries for all employees from value added.

ote: The unit residual cost measures given here are related to value added by manufacturing activity; additional measures for 1961-1968 and 1961-1970 related to value added by total activity are found in the book and the supplementary tables. The two measures of value added are discussed in the book. The somewhat different data base for the 1961-1970 measures, compared with the others, is mentioned in this article. The basic data sources, all in Statistics Canada, are indicated in a box in this article.

BOOK REVIEW

Strikes; by Richard Hyman; Fontana Books, Don Mills, Ontario; 184 pages.

Strikes is an attempt by Richard Hyman, a university professor in Britain, to analyze the sociological make-up and impact of British strikes. His study brings out several interesting points regarding industrial relations in that country. Its recent record, in terms of striker-days in relation to the size of the labour force, has been about average compared with other countries, contrary to what people often believe. Hyman quotes the Royal Commission on Trade Unions and Employers' Associations on the number of stoppages in Britain: "While this country has a comparatively large number of stoppages, they are of fairly short duration and do not usually involve very large numbers of people. The pattern in Australia and New Zealand is similar, though both have more stoppages than ourselves in proportion to the workforce. Stoppages in Canada and the USA are less frequent than ours in proportion to the workforce, and involve comparable numbers of workers, but each one lasts more than four times as long as our own."

Hyman contends that the strike-record in the United Kingdom is unusual, not in its dimensions, but in the attention that it has attracted. He postulates that media coverage of strikes has given the impression of more lost work time than is the actual case.

"Unofficial" work stoppages in Britain are also discussed, and Hyman attributes the high rate to the structure of bargaining: Shop-floor bargaining in individual workplaces is more important in setting work conditions than are industry-wide agreements that set a bare minimum for wages and conditions. Because shop-floor bargaining has proven effective in bettering the position of workers, wildcat work stoppages have been used frequently as a lever. Such disruptions, though often drawing public attention, are usually short and do not involve large numbers of workers.

The shop steward is an important person, even in wildcat work stoppages, according to Hyman. About three-quarters of managers polled in a survey viewed shop stewards as a moderating influence on more radical workers, and rather than inciting workers to strike, the managers said, shop stewards were more likely to exert a moderating influence on rebellious workers. The high proportion of wildcat stoppages was attributed to workers overruling or acting in advance of their shop steward.

The book examines the process of strikes, discussing the institutionalization and rationale of industrial strife. It concludes with a chapter on strikes and society. Hyman claims that public hostility to strikes is based on three main assumptions: that industrial conflict is outdated, unnecessary, or irrational; that strikes result directly in economic disruption; and th strikes are evidence of excessi union power.

Hyman contends that conflict endemic in the organization of i dustry in our society, and th worker deprivations provide a r tional justification for striking. H also asserts that the United Kin dom, relative to other countries, not notably strike-prone nor su fers unusually high economi damage because of strikes. To th charge that unions have grow too powerful, Hyman observ that "there has been no significa redistribution of the national i come since 1900."

"What is so often forgotten is th trade unions are primarily defe sive organizations. Where emplo ers are in a position to set ec nomic change in motion, the trad unions can normally only react change."

Hyman ends with a call for reco nition of the educative potenti of workers—for workers to use th machines rather than be used b them. Workers must be give some control over the work an their working conditions. Un this is recognized, Hyman say "workers will be confronted b the temporary nature of their vi tories, and will continue to rea to situations rather than exerci positive control over their indu trial destinies. The crucial, an necessarily open question whether workers themselves, the course of their sectional co flicts, will succeed in transcendi the conventional definitions their own activity and of the i dustrial system which underlies and thus raise their struggles to new level of rationality. J.M

PRICE INDEXES

ONSUMER, AUGUST

he consumer price index 961=100) advanced 1.3 per cent 153.0 in August from 151.0 in ly; higher food prices were re- onsible for about two thirds of e increase.

ice levels for all items other than od rose 0.5 per cent in the latest onth, mainly because of in- eases of 1.5 per cent in the trans- rtation index and 0.5 per cent in e housing index. The health and rsonal care component rose 0.8 r cent and the clothing and to- cco and alcohol indexes each dvanced 0.1 per cent; there was change in that for recreation, ducation and reading. **In the lat- t 12 months the all-items index s increased 8.3 per cent.**

At 168.7, the food index was 3.2 per cent above the July level of 163.5. The cost of food consumed at home increased 3.2 per cent and that for food in restaurants, 2.7 per cent. In the 12 months to August 1973, the food index advanced 15.8 per cent with the price of food consumed at home rising 16.2 per cent and that for restaurant food 13.2 per cent.

Increased meat, poultry and egg prices at the beginning of August were major contributors to the rise in the latest month's index. All other elements except fresh produce also advanced. There was an increase of 7.9 per cent in the meat, fish and poultry index, which was 28.3 per cent above its level of a year ago. Beef prices rose 5.3 per cent in the latest month and were 26.5 per cent higher than in August 1972. Poultry prices rose 7.6 per cent from July to August and were nearly 40 per cent above their level of a year earlier. Canned salmon and tuna prices were about 6 per cent higher in the latest month. Eggs increased in price by 13.4 per cent to register their highest rise in five consecutive months of advance. The fresh fruit index levelled off in August and fresh vegetable prices, which normally decline at this time of year, averaged nearly 8 per cent lower than a month earlier but were still 37 per cent higher than in August 1972. A cereal and bakery products index rise of 1.4 per cent in the latest month was mainly because of 1.8 per cent increase in bread prices by early August, before the major impact at the retail level of higher wheat prices. The dairy products index rose 0.5 per cent as all component items, except butter, advanced in price.

The housing index rose 0.5 per cent to 153.6 in August from 152.8 in July with increases of 0.4 per cent in the shelter index and 0.7 per cent in the household operation component. The home-ownership element advanced 0.6 per cent and rents 0.2 per cent. Increased fuel oil prices in many cities were responsible for the rise in the household operation component. Although furniture prices were unchanged, other home furnishing items recording advances were floor coverings, linen and draperies and tableware. The index for household services rose 0.6 per cent following higher insurance rates on household effects and the price of household supplies advanced, on average, 0.3 per cent. Between August 1972 and August 1973, the housing index advanced 6.8 per cent.

The clothing index increased 0.1 per cent to 138.4 in August from 138.2 in July, and was 5.4 per cent higher than a year ago. Price levels of women's wear rose 0.5 per cent and children's wear 0.4 per cent, but there was a decline of 0.5 per cent for men's wear because of sale prices on some outer wear items in several cities. Footwear and piece goods prices rose, on average, 0.1 per cent and 0.2 per cent.

The transportation index increased 1.5 per cent to 138.7 in August from 136.7 in July as the result of a 3.0 per cent advance in automobile operation and maintenance costs. There were widespread increases recorded in gasoline prices that rose, on average 3.5 per cent in the latest month and 8.5 per cent since May. The advances were most marked in Quebec and eastern Ontario. Automobile insurance rates rose 5.8 per cent as increases were registered in most cities surveyed. The public transportation component advanced 0.2 per cent mainly because of increased taxi fares in some cities.

The health and personal care index rose 0.8 per cent to 157.5 in August from 156.3 in July as a result of a 1.3 per cent rise in the personal care component. Personal care services advanced 2.5 per cent because of increases in men's haircut and women's hairdressing charges in a number of centres. Prices for toiletry items rose 0.2 per cent. Decreases in the price of some pharmaceutical products were responsible for a decline in the health care index of 0.1 per cent. In the latest 12 months, the health and personal care index advanced 5.0 per cent.

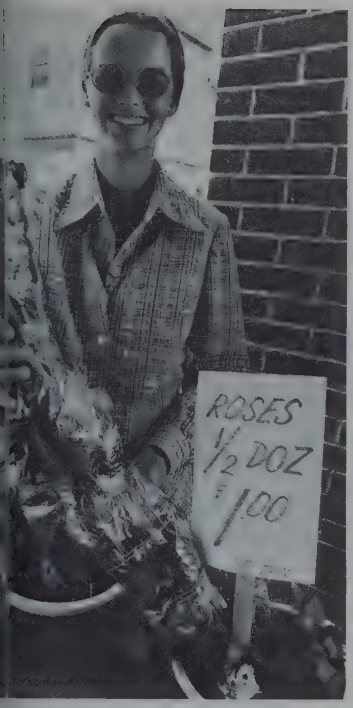
The recreation, education and reading index was unchanged from its July level of 146.9 as a decline in the recreation element was offset by an advance in the education component. Within recreation, lower prices in a number of centres for camera film (including processing) and some decline in football admission charges more than offset generally higher charges for theatre admissions. The advance in the education component was caused by increasing driving lesson fees in Vancouver. In the 12 months ending August 1973, the recreation, education and reading index rose 4.6 per cent.

The tobacco and alcohol ind rose 0.1 per cent to 136.5 in A gust from 136.4 in July as a res of small increases in the comp nents for tobacco products and coholic beverages. It was 2.7 p cent above its level of a year ago

Consumer price movements, classified by goods and servic offer another view of the in dence of price change. Betwe July and August, the total goo index advanced 1.6 per cent, w the main impetus coming fro non-durable goods which rose per cent mainly in response higher food, gasoline and fuel prices. The indexes for both d rable and semi-durable goo were 0.1 per cent higher. The se vices index rose 0.7 per ce mainly because of increas charges for shelter, transportati and personal care services. B tween August 1972 and Augu 1973, the total goods index a vanced 10.2 per cent and that services 6.4 per cent.

CITY CONSUMER, JULY

Between June and July, consum price indexes rose in all regio cities and city-combinations wi increases ranging from 0.5 per ce in Edmonton-Calgary to 1.1 p cent in Quebec, Montreal a Thunder Bay. Food indexes a vanced in all cities reflecting i creased prices for most mea poultry, fresh produce items, eg bakery and cereal products, a food eaten away from hom



lousing components rose in all ities mainly because of increased enancy and home-ownership osts and higher prices for furni- ure, floor coverings and linens nd draperies. Increased tele- hone rates and higher wages for ousehold help were also re- orded in several centres. Recrea- on, education and reading com- onents rose in all cities, mainly ecause of higher hotel and motel tes. Transportation increased in even cities and city-combina- ons in response to an increase in e train fare index and higher asoline prices. Health and per- nal care components declined eight cities reflecting lower rices for many toiletry items. The emaining indexes registered ixed movements.

Food indexes over the 12 months from July 1972 advanced from 12.9 per cent in Edmonton-Calgary to 18.2 per cent in St. John's. During this period, the greatest increases in the cost of living were recorded in Ottawa and Quebec City, 7.8 per cent.

WHOLESALE, JULY

The general wholesale price index (1935-39=100) rose 2.3 per cent in July to 375.2 from the June level of 366.8, and was 21.9 per cent higher than the July 1972 level. In the latest month, seven of the eight major group indexes increased and one declined.

The animal products group index rose 4.1 per cent on higher prices for livestock, fresh and cured meats, leather, boots and shoes, hides and skins and eggs. Increased prices for grains, milled cereal foods, vegetable oils and their products, livestock and poultry feeds, potatoes and rubber and its products, were responsible for an increase of 3.7 per cent in the vegetable products group.

There was an increase of 3.6 per cent in the non-ferrous metals group index because of a rise of 3.6 per cent for tin, silver, copper and solder. The textile products index advanced 2.1 per cent and the chemical products group, 2.0 per cent.

During the period July 1972-73, the following advances were recorded by the major group indexes: vegetable products 44.7 per cent; non-ferrous metals 26.6 per cent; animal products 20.8 per cent; textile products 19.2 per cent; wood products 17.1 per cent; iron products 10.4 per cent; non-metallic minerals 7.1 per cent; chemical products 6.2 per cent.

U.S. CONSUMER, JULY

The United States consumer price index (1967=100) rose .2 per cent to 132.7 both before and after adjustment for normal seasonal changes in some prices. This was the smallest increase for any month this year.

The now expired price freeze slowed the increase in consumer prices last month. Food prices, in particular, failed to respond completely to the freeze that, for food, ended July 18. The increase in food prices at .8 per cent, to 140.9, was much smaller than in preceding months this year.

Other percentage changes were: food .8 to 140.9; housing .2 to 134.2; transportation .2 to 124.8; health and recreation .2 to 130.3.

DECISIONS OF THE UMPIRE

CUB 3241

This is an appeal to an umpire from the decision of a board of referees prepared upon a printed form supplied by the Unemployment Insurance Commission.

The appellant set forth the grounds of his appeal as follows:

"I hereby appeal the decision of the board of referees ... on the grounds that it discriminates against the construction worker from taking an annual vacation, and further feel that it is just cause to take a vacation after ten and one half months of employment with the same contractor in a construction camp, a considerable distance from my permanent residence."

On the form, in a space provided, the claimant's union indicated that the appeal was launched at the instance of an association of workers of which the claimant is a member.

In the umpire's words, "under Sec. 95 of the Act an appeal lies to an umpire from a decision of the board of referees at the instance of (1) the Commission, (2) an association of workers of which the claimant is a member or (3) the claimant or employer of a claimant without leave if the decision of the board of referees was not unanimous, or with leave of the chairman of the board of referees in any other case.

"In this case, the decision of the board of referees was unanimous in dismissing the claimant's appeal. The claimant did not obtain leave of the chairman to launch an appeal so the appeal must be considered as having been launched at the instance of the association of workers of which the claimant was a member.

"By registered letters dated October 25, 1972 addressed (1) to the claimant (2) to the claimant's employer and (3) to the association of workers of which the claimant was a member were mailed by the Unemployment Insurance Commission, referring to the appeal that had been launched and e closing copies of the material fo warded to the umpire. The abo addressees were advised of the right to file representations and apply in writing for an oral hearin before the umpire.

"It is disclosed by the material b fore me that none of the addres ees replied to the letters dated O tover 25, 1972 mailed to them b registered post. Evidently th claimant's employer has taken n interest in the matter and th claimant is relying on the assoc ation of workers to make repr sentations in his behalf ...

"The failure of the union to mak further representations or reque an oral hearing for that purpos although invited to do so, must b predicated upon the fact that it content to have the matter dete mined upon the basis of th record forwarded to the umpi and it considered that there w nothing further it could useful add. That is the only logical a sumption that I can make. Accor ingly, the matter will be dete mined upon the basis of th record without benefit of furth representations on behalf of th claimant. It would be helpful the person at whose instance th appeal was taken could so state b replying to the letter addressed t it rather than leave the matter t assumption, however logical an well-founded that assumptio might be based upon the mere e fluxion of time.

"The facts are simple and straigh forward. The claimant worked as foreman for the ... Company fro December 21, 1970 until Octob 7, 1971.

"This Company is an internation contractor. It obtains contracts t build large sized projects, usuall in remote areas, the project to b completed within a tight tim schedule.

t was the policy of the Company hire only members of associions of workers but because of e nature of the Company's conacts, should an employee quest leave of absence for the rpose of taking a vacation, the quest was granted on the underanding that the employee termites his employment but that the nployee can return to work if ork is available. Another reason r that policy is that the work ust proceed with despatch, the cationing employee must be reaced and a room for that empoyee cannot be maintained vant against his possible return in e limited camp facilities mainned by the Company.

here is no question that the aimant was an industrious pern not adverse to hard work. His me was ..., a distance of 90 les from the job site where the aimant had worked for ten and a lf months and lived in the Comny's camp facilities.

he claimant had planned a holiy to coincide with his wife's lidays. The couple planned to end their joint holiday visiting latives overseas. To do this, the aimant was obliged to make vel reservations well in advance the departure date, involving a ancial outlay. He did this in arch 1971.

was the claimant's expectation d hope that the job would be ished or stopped by weather nditions before he went overas. But the job was not cometed at that time and the ment weather conditions permitted continuation of the work.

"The claimant may have expected that when he made his request for leave of absence to take his long-planned overseas holiday the employer would consent, but this did not occur. When the claimant made his request for leave of absence to take his holiday he was informed that in accordance with the policy of the Company he must terminate his employment but that he might return to work for the Company if, upon his return, there was work available ... He could forego his holiday and continue in his employment, or he could terminate his employment, take his holiday at the time it had been arranged for, and hope that upon his return work would be available with the Company.

"The claimant terminated his employment with the Company and chose the holiday. That choice was voluntarily made by the claimant. When he returned from his holiday he applied for work with the Company. Although the Company was satisfied with the claimant's past services it had engaged another foreman to replace the claimant when he left and there was no opening for the claimant. The claimant thereupon made application for unemployment insurance benefits.

"The insurance officer informed the claimant that he was disqualified under Sec. 41(1) of the Unemployment Insurance Act because he had voluntarily left his employment without just cause and therefore the benefit applied for was suspended for the first three weeks for which the benefit would otherwise have been payable and benefits would be deemed to have been paid for such three weeks. The effect was the reduction of the claimant's potential benefit entitlement by three weeks.

"On appeal by the claimant's union to a board of referees, this decision of the insurance officer was confirmed unanimously. This is an appeal from that decision.

"The material portion of Sec. 41(1) of the Unemployment Insurance Act is as follows: 41. (1) A claimant is disqualified from receiving benefits under this Part ... if he voluntarily left his employment without just cause.

"For this disqualification to apply it must be established that the employment was left (1) voluntarily and (2) without just cause. There is no doubt that the claimant left his employment voluntarily. As I have stated before, he was presented with a choice and it was he who exercised that choice. He stated in his application for benefits that he left 'to take a holiday.' His employer stated that the claimant 'voluntarily quit.' I have had the advantage of a transcript of the hearing before the board of referees on January 18, 1972. The representative of the claimant stated 'I think the voluntary aspect of it is quite true, in this case the employee did leave voluntarily ...'

"The sole issue for determination is whether the claimant left his employment 'without just cause' within the meaning of those words as used in Sec. 41(1) of the Act. The 'reason' that motivated the claimant's choice is obvious. He had arranged for a holiday with his wife, he wanted to take it and he therefore took it. These were circumstances which led the claimant to adopt the course he did. They were subjective motivating factors. 'Reason' is not synonymous with 'just cause.' In my view the words 'just cause' must be considered objectively and, without attempting to define the words or ascribe a specific meaning to them, must be read in the context and in the sense of something akin to a legal entitlement or conclusive moral right to do a certain act.

"As I glean from the material before me, the position taken by the representative of the claimant is simply that, since the claimant was engaged as a construction worker continuously for 10½ months with the same employer at some distance from his permanent residence, he is entitled as a matter of right to take a holiday without regard to his employer's convenience. I assume the contention to be that assuming the claimant is entitled as of right to a vacation, he is not acting 'without just cause' in taking that vacation.

"I have also observed numerous references to the legislation (presumably the Unemployment Insurance Act) being wrong in policy in that it precludes seasonal workers from taking an annual vacation. The function of an umpire, or a board of referees, it to interpret and apply the legislation. Neither is he the forum before which to argue matters of policy.

"In support of his contention that the claimant, after working for the length of time he did, was entitled to a holiday, the representative referred to the Annual and General Holiday's Act (Chapter 11, Statutes of British Columbia 1960). The board effect of that statute is that every employer shall give to each of his employees an annual holiday of at least two weeks for every working year of his employment.

"In referring to this statute the representative of the claimant did not establish nor attempt to establish that the claimant was subject to its terms. In this he was remiss.

Section 3(2) provides: 3. (2) This Act, other than section 10A, does not apply to an employer or his employees who have entered into an agreement for the granting of an annual holiday or pay in lieu thereof, where the employees' representatives have been authorized to bargain in the employees' behalf in accordance with the Labour Relations Act, and the terms of the agreement for the granting of an annual holiday or pay in lieu thereof have been approved by the Minister.

"The Company stated it only employed union members. The claimant was a union member employed by the Company. In the application for benefit, the claimant disclosed that he received ... cation pay in the amount ... $805.88 for the period from Oc... ber 9, 1971 to November 15, 19... The information supplied by ... Company coincides therewi... This evidence points to the c... clusion that the claimant is ... cluded from the application of ... Annual and General Holiday's ... by virtue of section 3(2) thereof.

"in the matter of a claim ... benefit (CUB-1024) the ump... considered the case where ... claimant voluntarily left his e... ployment to take a holiday. ... said: 'Leaving employment un... such circumstances does not c... stitute just cause within the me... ing of Sec. 43(1) of the Act. (N... Sec. 41(1)). The claimant is at l... erty to take a holiday whenever ... desires but he cannot expect, if ... loses his employment as a con... quence thereof, to collect une... ployment insurance benefit wi... out being subjected to so... penalty. I must say that there ... little merit in the union's app... and I have no hesitation in ma... taining the unanimous decision ... the Court of Referees which is ... accordance with the facts and ... law.'

"The facts in the [above case] a... in the present appeal are inc... tinguishable. I am in compl... agreement with the decision ... the umpire in the former app... and his reasons therefor. I am a... in complete agreement with ... unanimous decision of the bo... of referees in the present appeal.

The appeal is dismissed."

GENERAL TOPICS

IPLOYMENT REVIEW, AUGUST

August there were 9.24 million
nployed persons compared with
3 million in July. Unemploy-
ent declined to 433,000 from
1,000. A year ago employment
s 8.77 million and unemploy-
ent was 503,000.

e total labour force was esti-
ted at 9.67 million in August
mpared with 9.69 million in July
d 9.27 million in August 1972.
asonally adjusted, employment
s estimated at 8.80 million com-
red with 8.75 million in July and
employment, at 514,000 ad-
nced from 483,000 in July. This
/e an adjusted unemployment
e of 5.5 per cent in August, an
rease from 5.2 per cent in July.

The adjusted rate for persons age 14-24 rose to 9.7 per cent in August from 9.0 per cent in July but it was noted that seasonal patterns for young workers in August have been changing in recent years and interpretation of these figures is difficult. Regionally, the adjusted unemployment rate rose in Quebec, Ontario and the Prairies but decreased in the Atlantic area and British Columbia. In Quebec, the August rate rose to 7.4 per cent from 7.0 per cent in July; in Ontario, to 4.1 per cent from 3.7 per cent and in the Prairies, to 4.6 per cent from 3.7 per cent. The Atlantic rate declined to 8.2 per cent from 9.0 per cent and in British Columbia, to 5.6 per cent from 5.9 per cent.

The participation rate, percentage of the population counted in the work force, increased to 57.6 per cent from 57.2 per cent in July. The increase took place among persons 14-24 and women 25 and over.

NOVEMBER CREDITS

Photos. NFB: Cover, p. 721, 727, 732, 733, 738, 739, 742, 749. Jon Joosten Photographer, Ottawa: inside cover. Murray Mosher, Photo Features Ltd., Ottawa: p. 714, 726. National Health & Welfare: p. 715, 743, 744. Colin Price, Photo Features Ltd., Ottawa: p. 715. Ballard & Jarrett Photographers, Toronto: p. 716. Wallace R. Berry, Kingston: p. 717. The Public Archives of Canada: p. 718, 722, 723. Rapid Grip & Batten Ltd., Ottawa: p. 718. The Press Association Ltd., London, England: p. 720. John Ravey: p. 734. John Goddard: p. 735, 736. C.G.T.B.: p. 745, 747. Domtar: p. 746, 748. Dagmar Photography, Ottawa: p. 765.

CONCILIATION

During August the Minister of Labour appointed conciliation officers to deal with the following disputes:

Consolidated Aviation Fueling of Toronto Limited, Toronto International Airport, and International Association of Machinists and Aerospace Workers (representing a unit of fueling and fueling maintenance employees) (Conciliation Officer: K. Hulse).

Victoria Cablevision Limited, Victoria, B.C., and International Brotherhood of Electrical Workers, Local 230 (representing a unit of clerical employees) (Conciliation Officer: R. F. Langford).

British Overseas Airways Corporation, Montréal, Qué., and International Association of Machinists and Aerospace Workers (representing a unit of employees in the marketing, passenger, operations and air cargo departments) (Conciliation Officer: J. J. de Gaspé Loranger).

Canadian National Hotels Limited (Fort Garry Hotel), Winnipeg, Man., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. A. Fisher).

Northwest Airlines Inc., Winnipeg, Man., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: H. A. Fisher).

Rio Algom Mines Limited (Nor
Section and Quirke Section), El
Lake, Ont., and United Ste
workers of America (represent
a unit of office and techni
workers) (Conciliation Officer:
B. McRae).

Maple Leaf Mills Limited, St. Bo
face, Man., and Canadian Fo
and Allied Workers, Local 5
(Conciliation Officer: H.
Fisher).

Ogilvie Flour Mills Company Li
ited, Winnipeg, Man., and Ca
dian Food and Allied Workers, L
cal 230 (Conciliation Officer: H.
Fisher).

**Settlements by conciliati
officers.** Gorski Bulk Transpo
Windsor, Ont., and Teamste
Chauffeurs, Warehousemen a
Helpers', Local No. 880 (Concil
tion Officer: H. A. Fisher) (L
Oct., 1, p. 695).

Rio Algom Mines Limited (Nor
Section and Quirke Section), El
Lake, Ont., and Internation
Union of Operating Enginee
Stationary Local Union No. 7
(Conciliation Officer: T. B. McRa
(LG, Oct., p. 695).

Murray Hill Limousine Servi
Limited, Montréal, Qué., a
Transport Drivers, Warehousem
and Helpers' Union, Local 1
(Conciliation Officer: J. J.
Gaspé Loranger) (LG, Oct., p. 69

Peter's Cartage (Windsor) Limite
Windsor, Ont., and Teamste
Chauffeurs, Warehousemen a
Helpers', Local Union No. 8
(Conciliation Officer: H. A. Fish
(LG, Sept., p. 621).

New Brunswick Broadcasti
Company Limited (CHSJ-T
CHSJ-Radio), Saint John, N.B., a
National Association of Broadc
Employees and Technicians (Co
ciliation Officer: R. L. Kervin) (L
June, p. 405).

onciliation commissioners appointed. Atomic Energy of Canada mited (Whiteshell Nuclear Research Establishment), Pinawa, Man., and United Steelworkers of merica, Local 7806 (representing pecified hourly rate employees) Conciliation Commissioner: J. S. unn) (LG, Oct., p. 696).

acific Western Trucking Division, dmonton, Alta., and General eamsters, Local 362 (Conciliation ommissioner: David C. cDonald) (LG, Oct., p. 696).

anadian National Hotels Limited Macdonald Hotel), Edmonton, lta., and International Union of perating Engineers, Local 955 Conciliation Commissioner: T. H. iller) (LG, Oct., p. 696).

anadian Broadcasting Corporaon and the Canadian Wire ervice Guild, Local 213, The merican Newspaper Guild (Conliation Commissioner: R. G. eddes) (LG, Sept., p. 620).

ominco Limited (Pine Point Oprations), Pine Point, N.W.T., and nited Steelworkers of America Conciliation Commissioner: John . Sherlock) (LG, Aug., p. 559).

onciliation boards fully constited. The Conciliation Board esblished to deal with a dispute between Maritime Employers Association (acting for and on behalf of the Shipping Federation of Canada Inc.), Port of Saint John, N.B., and International Longshoremen's Association, Local 1764 (checkers) (LG, Oct., p. 696) was fully constituted with the appointment of D. Merlin Nunn of Halifax, as chairman. Mr. Nunn was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Brian Mulroney, Montréal, and union nominee George H. Newell, West Saint John, N.B.

The Conciliation Board established to deal with a dispute between Bunge of Canada Limited, Québec, Qué., and International Longshoremen's Association, Local 1739 (LG, Sept., p. 621) was fully constituted with the appointment of Pierre Dufresne of Montréal, as chairman. Mr. Dufresne was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Isidore C. Pollack, Québec City, and union nominee Louis Laberge, Montréal.

Conciliation board reports received. Canadian National Railways and CP Limited (System) and United Transportation Union (T) (LG, Sept., p. 622). (Full text appears in Supplement No. 2, 1973.)

Atomic Energy of Canada Limited and Atomic Energy Allied Council (comprising ten various unions representing employees at the Chalk River Nuclear Laboratories and also the International Association of Machinists and Aerospace Workers, Lodge 608 representing specified hourly rate employees of the Whiteshell Nuclear Research Establishment at Pinawa, Man. (LG, Aug., p. 561). (Full text appears in Supplement No. 2, 1973.)

Railway Association of Canada and Division No. 4, Railway Employees' Department, AFL/CIO (LG, Sept., p. 622). (Full text appears in Supplement No. 2, 1973.)

Strikes following board procedure. Aqua Transportation Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Seaman Section), Local 400 (strike commenced August 14) (LG, Oct., p. 697).

Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (strike commenced August 17) (LG, Oct., p. 697).

Settlement by mediator under Sec. 195. Air Canada and Canadian Air Line Employees' Association (representing employees of the Air Canada Finance Branch, Winnipeg) (settled with the mediation assistance of A. R. Gibbons and R. N. Gray) (LG, Sept., p. 621).

PUBLICATIONS IN THE LIBRARY

LIST NO. 295

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

BUSINESS—SMALL BUSINESS

No. 1 Conference Board. Staff services in smaller companies: the view from the top, by Wilbur M. McFeely. New York, 1973, 31 p.

CHILDREN—EMPLOYMENT

No. 2. Taylor, Ronald B. Sweatshops in the sun; child labor on the farm. Foreword by Carey McWilliams. Boston, Beacon Press [1973].

CIVIL SERVICE

No. 3 Crouch, Winston. Guide fo modern personnel commissions Chicago, International Personne Management Association [c1973 146 p.

COLLECTIVE BARGAINING

No. 4. Great Britain. Commissio on Industrial Relations. Disclosur of information. London, HMSO 1972. 57 p.

No. 5. McKersie, Robert Bruce. ...ty, productivity and collective ...rgaining [by] R. B. McKersie and ...C. Hunt, with assistance from ...erner Sengenberger. [London] ...acmillan [1973] 389 p.

No. 6, Walsh, Robert E. Sorry ... ...government to-day: union vs. ...y hall, an anthology edited by ...bert E. Walsh. Boston, Beacon ...ss [1969] 325 p.

CORPORATIONS

No. 7. Conference Board. Corpo... directorship practices: mem...rship and committees of the ...ard, by Jeremy Bacon. New ...rk, 1973. 73 p.

CRIME AND CRIMINALS

No. 8. Lipman, Mark. Stealing: ...w America's employees are ...aling their companies blind. ...ited and with an introduction ...Robert Daley. New York, Har...r's Magazine Press [1972] 160 p.

ECONOMIC CONDITIONS

No. 9. Canada. Department of Fi...nce. Economic review of recent ...onomic developments, pre...nted by the Minister of Finance. ...ril 1973. [Ottawa, Information ...anada] 1973. 184 p. Eng. and Fr.

No. 10. Conference Board. Cana...an Office. Business outlook, ...73—a mid-year reappraisal; Ca...dian Economic Forum, Ottawa, ...ril 1973, a report. Ottawa, 1973. ... p.

No. 11. Hartwick, John Martin. Urban economic growth: the Canadian case [by] John M. Hartwick [and] Ronald W. Crowley. Ottawa, Ministry of State for Urban Affairs, 1972. 402 p.

No. 12. Perlo, Victor. The unstable economy; booms and recessions in the United States since 1945. New York, International Publishers [1973] 238 p.

ECONOMIC POLICY

No. 13. Reynolds, Lloyd George, comp. Current issues of economic policy, edited by Lloyd G. Reynolds, George D. Green [and] Darrell R. Lewis. Homewood, Ill., R. D. Irwin, 1973. 543 p.

EMPLOYEES' REPRESENTATION IN MANAGEMENT

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LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previ Y
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended August 18, 1973		9,668	− 0.2	+
Employed	August	9,235	+ 0.1	+
Agriculture	"	557	+ 0.2	−
Non-agriculture	"	8,678	−	+
Paid workers	"	8,176	+ 0.2	+
At work 35 hours or more	"	6,664	+ 7.8	+
At work less than 35 hours	"	1,134	+ 7.1	+
Employed but not at work	"	1,436	− 27.8	+
Unemployed	"	433	− 6.1	−
Atlantic	"	48	− 15.8	−
Québec	"	164	− 3.0	−
Ontario	"	123	− 4.7	−
Prairie	"	51	+ 4.1	−
British Columbia	"	47	− 17.5	−
Without work and seeking work	"	414	− 6.1	−
On temporary layoff up to 30 days	"	20	−	−
INDUSTRIAL EMPLOYMENT (1961 = 100)†	May	136.0	+ 2.7	+
Manufacturing employment (1961 = 100)†	"	129.7	+ 1.6	+
IMMIGRATION	1st 6 mos. 1973	70,833	−	
Destined to the labour force	"	37,138	−	
STRIKES AND LOCKOUTS				
Strikes and lockouts	July	125	− 9.4	+
No. of workers involved	"	56,424	+ 19.1	−
Duration in man days	"	546,550	− 12.4	−
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	May	158.70	+ 0.7	+
Average hourly earnings (mfg.)†	"	382.0	+ 0.8	+
Average weekly hours paid†	"	39.8	+ 0.5	
Consumer price index (1961 = 100)	"	148.4	+ 0.7	+
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	"	136.2	+ 0.2	+
Total labour income (Millions of dollars)†	July	5,312.8	− 0.2	+
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	July	214.8	− 0.1	+
Manufacturing	"	211.9	+ 0.2	+
Durables	"	245.4	+ 0.2	+
Non-durables	"	185.4	+ 0.1	+
NEW RESIDENTIAL CONSTRUCTION**				
Starts	July	22,417	−	+
Completions	"	16,593	−	+
Under construction	"	171,212	−	+

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, whic addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1968-1973

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per Cent of Estimated Working Time
1968	559	582	223,562	5,082,732	0.32
1969	566	595	306,799	7,751,880	0.46
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
1972	556	598	706,474	7,753,530	0.42
1972—July	47	110	95,628	1,119,630	0.72
August	40	88	36,839	619,840	0.37
September	46	93	33,015	456,950	0.32
October	44	85	29,393	389,870	0.26
November	51	101	33,612	308,240	0.20
December	27	78	11,017	131,180	0.10
1973—January	38	87	12,427	164,600	0.11
February	39	87	16,011	154,930	0.11
March	46	98	19,444	223,290	0.14
*April	46	107	23,185	243,680	0.16
*May	68	138	40,500	535,020	0.32
*June	52	138	47,363	623,960	0.38
*July	43	125	56,424	546,550	0.32

*Preliminary. †Revised.

STRIKES AND LOCKOUTS, JULY, 1973, BY INDUSTRY (PRELIMINARY)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	1	135	2,300
Mines	2	5	938	18,440
Manufacturing	19	69	26,438	356,590
Construction	5	14	4,443	42,580
Transportation and utilities	3	8	19,778	72,860
Trade	3	11	761	10,740
Finance	—	—	—	—
Service	5	12	1,925	27,380
Public administration	5	5	2,006	15,660
ALL INDUSTRIES	43	125	56,424	546,550

STRIKES AND LOCKOUTS, JULY, 1973, BY JURISDICTION (PRELIMINARY)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	3	621	13,040
Prince Edward Island	—	—	—	—
Nova Scotia	1	3	376	5,400
New Brunswick	1	1	56	60
Quebec	4	33	9,989	135,330
Ontario	24	44	18,012	198,210
Manitoba	1	7	1,217	19,560
Saskatchewan	—	2	58	460
Alberta	1	5	1,255	23,560
British Columbia	8	20	4,492	66,880
Federal	3	7	20,348	84,050
ALL JURISDICTIONS	43	125	56,424	546,550

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1973 (PRELIMINARY)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days July	 Accumulated	Starting Date Termination Date	Major Issues Result
Forestry						
Elk River Timber, Campbell River, B.C.	Woodworkers Loc. 1-363 (AFL-CIO/CLC)	135	2,300	2,300	July 9 —	Transportation route fr town to camp—
Mines						
METAL						
American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 & I.B.E.W. Loc. 674 (AFL-CIO/CLC)	570	11,970	54,720	Mar. 15 —	Wages—
Bradina Mines, Houston, B.C.	Steelworkers Loc. 271 (AFL-CIO/CLC)	125	2,630	3,880	June 18 —	Not reported—
NON-METAL						
Domtar Chemical Ltd. Sifto Salt Division Goderich, Ont.	Chemical Workers Loc. 682 (AFL-CIO/CLC)	179	3,760	8,240	May 28 —	Wages, hours, fringe benefits
Manufacturing						
FOOD & BEVERAGES						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	7,980	111,870	May 26/72 —	Wages, hours—
B.C. Distillery Co. Ltd., Thomas Adams Distillers, New Westminster and Vancouver, B.C.	Distillery Workers Loc. 69 (AFL-CIO/CLC)	190	3,990	20,040	Mar. 1 —	Wages, pension plan, vacatio
Fry-Cadbury Ltd., Montreal, Que.	Commerce Employees (CNTU)	700	2,100	35,700	Apr. 24 July 7	Wages—Not reported.
Old Dutch Foods Ltd., Winnipeg, Man.	Food Workers Loc. 520 (AFL-CIO/CLC)	115	1,610	5,530	Mar. 15 July 23	Wages, hours, working co tions—Wage increase, reduct of hours and others.
J. J. Joubert, Montreal, Que.	Steelworkers Loc. 14850 (AFL-CIO/CLC)	225	4,730	11,260	May 17 —	Not reported—
Pêcheurs Unis du Québec, Newport, Cté Gaspé-Sud, Qué.	Commerce Employees (CNTU)	249	5,230	12,700	May 21 —	Not reported—

RIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days July	 Accumulated	Starting Date Termination Date	Major Issues Result
Slack's Brothers Ltd., Waterloo, Que.	Commerce Employees (CNTU)	270	5,670	12,150	May 28 —	Wages, working conditions—
Omstead Foods Ltd., Wheatley, Ont.	Teamsters Loc. 880 (Ind.)	420	3,780	8,820	June 13 July 16	Wages, working conditions, health and welfare plan—Increase in fringe benefits.
Labatt's Breweries of B.C. Ltd., New Westminster, B.C.	Brewery Workers Loc. 300 (AFL-CIO/CLC)	125	380	380	July 6 July 11	Interpretation of pension plan clause—Workers agreed to return to work while discussions continued.
BBER						
Firestone Tire & Rubber, Joliette, Qué.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	300	6,300	21,300	Mar. 22 —	Delayed negotiations in a new contract—
Uniroyal Ltd., Kitchener, Ont.	Rubber Workers Loc. 67 (AFL-CIO/CLC)	600	300	8,100	June 13 July 3	Wages—Wage increase, pension plan & other benefits.
TKTILES						
Consolidated Textiles Limited, St-Hyacinthe and Joliette, Que.	Syndicat du Textile de Soie Inc. (CSD)	230	4,830	18,860	Apr. 4 —	Wages, 5-day work week—
VOOD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	3,990	53,580	June 19/72 —	Not reported—
Canadian Forest Products, Huntting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,200	44,000	Sep. 13/72 —	Protest against the suspension of fellow workers for alleged slowdown—
B.C. Forest Products, Youbou, B.C.	Woodworkers Loc. 180 (AFL-CIO/CLC)	520	6,240	6,240	July 16 —	Wages, revisions of duties and responsibilities—
Custom Sawmills, United Sawmill, Hearst, Ont., Lecours Lumber, Calstock, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	435	5,220	5,220	July 16 —	Wages, benefits—
FRNITURE & FIXTURES						
Hespeler Furniture Co. Ltd., Hespeler-Cambridge, Ont.	Woodworkers Loc. 2-345 (AFL-CIO/CLC)	123	2,580	3,010	June 26 —	Wages, fringe benefits—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days July	 Accumulated	Starting Date Termination Date	Major Issues Result
PAPER						
Associated Paper Mills, St-Laurent, Que.	Pulp and Paper Workers' Federation (CNTU)	115	2,420	5,300	May 28 –	Not reported–
Ontario-Minnesota Pulp & Paper Co. Ltd. (of Boise Cascade Co.), Fort Frances, Ont.	Machinists Lodge 771 (AFL-CIO/CLC)	803	16,630	16,630	July 3 –	Wages, hours, fringe benefits–
MacMillan Bloedel Ltd. (Alpulp Division), Port Alberni, B.C.	United Paperworkers Loc. 686 & 592 I.B.E.W. Loc. 2354 Office Employees Loc. 15 (AFL-CIO/CLC)	1,282	21,980	21,980	July 6 July 30	To press contract; wages other (job status, etc.)– Wa increase, etc.
Ontario-Minnesota Pulp & Paper Co. Ltd., Kenora, Ont.	Int. Operating Engineers Loc. 490 Machinists Loc. 559 I.B.E.W. Loc. 940 (AFL-CIO/CLC)	720	12,240	12,240	July 9 –	Wages, hours, fringe benefits–
Weyerhaeuser Canada, Kamloops, B.C.	United Paperworkers Loc. 1122 (AFL-CIO/CLC)	400	1,430	1,430	July 20 July 24	Protest dismissal of one work others respected picket li protest contract settlemen Not reported.
Canadian International Paper Company, La Tuque, Gatineau and Trois-Rivières, Québec.	United Paperworkers Various locals (AFL-CIO/CLC)	3,190	12,360	12,360	July 25 –	Wages, cost-of-living clause, j security, pension plans–
PRIMARY METALS						
Maritime Steel & Foundries Ltd., New Glasgow, N.S.	Steelworkers Loc. 3172 (AFL-CIO/CLC)	125	2,630	6,890	May 14 –	Renewal of overall work agreement–
METAL FABRICATING						
Locweld & Forge Products Ltd., Montreal, Que.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	160	3,360	48,800	July 25/72 –	Not reported–
Canadian Bronze Co. Ltd., Winnipeg, Man.	Molders Loc. 174 (AFL-CIO/CLC)	130	2,730	5,140	June 5 –	Wages, hours–
Lennox Industries (Canada) Ltd., Etobicoke, Ont.	Steelworkers Loc. 7235 (AFL-CIO/CLC)	142	2,980	4,680	June 14 –	Wages, contract language–

RIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1973 (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: July	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
ACHINERY						
George White & Sons Co. Ltd., London, Ont.	Machinists Loc. 2029 (AFL-CIO/CLC)	115	1,610	1,610	July 12 —	Wages, cost-of-living plan, fringe benefits—
Clark Equipment of Canada, St. Thomas, Ont.	Machinists Loc. 2183 (AFL-CIO/CLC)	350	1,050	1,050	July 27 —	Wages, cost-of-living benefits—
ANSPORTATION EQUIPMENT						
Marine Industrie Limitée, Tracy, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	2,642	55,480	136,060	May 17 —	Wages, hours, fringe benefits—
National Steel Car Corporation Ltd., Hamilton, Ont.	Steelworkers Loc. 7135 (AFL-CIO/CLC)	900	18,900	32,400	June 11 —	Disagreement over incentive clause in contract—
Canadian Trailmobile, Cainsville, Ont.	Auto Workers Loc. 397 (CLC)	625	11,880	18,760	June 15 July 30	Delayed negotiations in a new contract—Wage increase, pension, vacation & many others
ECTRICAL PRODUCTS						
Ferranti-Packard Ltd., Weston, Ont.	U.E. Loc. 525 (CLC)	168	3,530	11,430	Apr. 25 —	Wages, hours, job security, other matters—
Northern Electric Co. Limited, Various locations, Ont.	Various unions	3,628	32,650	232,820	May 7 July 16	Wages, cost-of-living allowances, pensions, vacation—22% wage increase over 32 month agreement, improved health and welfare plans, vacations, other improvements.
*Northern Electric Co. Limited, Western Region, Canada.	Canadian Union of Communications Workers (Ind.)	650	12,350	31,850	May 18 July 30	Wages, hours, other benefits— Not reported.
Northern Electric Co. Limited, Eastern Region, Canada.	Canadian Union of Communications Workers (Ind.)	480	6,720	11,520	June 16 July 23	Wages, hours, other benefits— Not reported.
RCA of Canada Ltd., Midland, Ont.	I.U.E. Loc. 532 (AFL-CIO/CLC)	1,008	4,030	4,030	July 26 —	Wages—
ON-METALLIC MINERAL PRODUCTS						
Asbestonos Corp., St-Lambert, Que.	Auto Workers Loc. 1469 (CLC)	176	3,700	13,730	Apr. 10 —	Not reported—
Vibrapipe Concrete Products Ltd., Blainville, Que.	Steelworkers Loc. 50 (AFL-CIO/CLC)	150	3,150	4,650	June 17 —	Wages, job classification—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1973 (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: July	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Consumers Glass Co. Ltd., Etobicoke, Ont.	Glass and Ceramic Workers Loc. 200 (AFL-CIO/CLC)	862	18,100	18,960	June 30 –	Wages, cost-of-living bon classifications, pensions, wo ing conditions–
CHEMICAL PRODUCTS						
Canadian General Electric Co., Point Tupper, N.S.	Oil Workers Loc. 9-832 (AFL-CIO/CLC)	123	2,580	3,380	June 21 –	Wages–
Electric Reduction Co. Canada Ltd., Port Maitland, Ont.	Steelworkers Loc. 6504 (AFL-CIO/CLC)	191	570	570	July 5 July 9	Wages–Wage increase.
B.C. Cellulose Co. Ltd., Prince Rupert, B.C.	Pulp & Paper Workers of Canada (Ind.)	866	12,990	12,990	July 11 –	Protesting slowness in negot tions–
Cominco Ltd., Calgary, Alta.	Chemical Workers Loc. 465 I.B.E.W. Loc. 254 (AFL-CIO/CLC)	125	1,160	1,160	July 19 –	Wages, welfare benefits, va tions–
Construction						
Winnipeg Builders Exchange (Mechanical Contractors Association), Winnipeg area, Man.	Plumbers Loc. 254 (AFL-CIO/CLC)	830	12,450	38,120	May 14 July 24	Wages, working condition Increase in wages & frin benefits.
Hamilton Association Builders Exchange, Hamilton, Ont.	Carpenters Loc. 18 (AFL-CIO/CLC)	1,000	4,000	10,000	June 22 July 9	Not reported–Not reported.
Metro Toronto Plumbing & Heating, Metro Toronto, Ont.	Plumbers Loc. 46 (AFL-CIO/CLC)	200	1,400	1,400	July 5 July 16	Wages-demand that all prefa piping brought to constructi site bear union-made stamp Not reported.
(Metro) Toronto Construction Assoc., Metro Toronto, Ont.	Plasterers Loc. 548 (AFL-CIO/CLC)	800	4,000	4,000	July 9 July 16	Wages, hours, fringe benefit Not reported.
Eight Construction Companies, Peterborough, Lindsay, Ont.	Carpenters Loc. 1450 (AFL-CIO/CLC)	124	1,860	1,860	July 11 –	Wages & other; recognition District Council–Agreeme reached.
Federation of Painting & Decorating Contractors of Ont., Counties of Peel, York, Simcoe and Muskoka.	Painters Loc. DC 46 (AFL-CIO/CLC)	1,200	14,000	14,400	July 16 –	Wages, hours–

RIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days July	 Accumulated	Starting Date Termination Date	Major Issues Result
ansportation and ilities						
ANSPORTATION						
*Air Canada (representing employees of the company Finance Branch), Winnipeg, Man.	Canadian Air Line Employees' Association (CLC)	400	8,400	19,200	May 23 –	Breakdown in negotiations for a new contract–
*Canadian National Steamships, Vancouver, B.C.	Three unions	103	210	310	June 29 July 2	Not reported–Not reported.
*CP Air Vancouver, B.C.	Machinists Loc. 764 (AFL-CIO/CLC)	250	250	250	July 12 July 13	Dissatisfaction over contract negotiations–Return of workers.
*CP Air-Vancouver International Airport, Vancouver, B.C.	Machinists Loc. 764 (AFL-CIO/CLC)	900	3,860	3,860	July 25 –	Wages, holidays, pension plans and reduced work week–
*CNR and CP Rail (Rotating), Canada-wide.	Association of Non-Operating Railway Unions	18,000	58,020	58,020	July 26 –	Wages, fringe benefits, job security–
ade						
Nine independent drug stores, Vancouver, Coquitlam and New Westminster, B.C.	Retail Clerks Loc. 1518 (AFL-CIO/CLC)	110	2,310	12,210	Feb. 23 –	Negotiating the first contract–
Provigo Inc., Sept-Iles, Que.	Commerce Employees (CNTU)	220	4,620	9,400	May 22 –	Not reported–
Sobeys' Stores Ltd., (2 stores) Sydney & Sydney River, N.S.	Food Workers Loc. P-268 (AFL-CIO/CLC)	128	190	190	July 16 July 17	Walkout in sympathy of fired union President–Return of workers; case referred to arbitration.
Weston Bakeries, Kitchener, Ont.	Retail Wholesale Union Loc. 461 (AFL-CIO/CLC)	141	280	280	July 29 –	Refused agreement; wages and shorter hours–
rvice						
UCATION						
Hamilton City Board of Education, Hamilton, Ont.	Public Employees Loc. 1344 (CLC)	300	300	300	July 31 –	Not reported–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1973 (PRELIMINARY) (CONCL'D.

Industry Employer — Location	Union	Workers Involved	Duration in Man-Days July	 Accumulated	Starting Date Termination Date	Major Issues Result
HEALTH AND WELFARE						
Royal Alexandra Hospital, Edmonton, Alta.	Public Employees Loc. 41 (CLC)	1,030	20,600	35,310	June 11 July 30	Wages, hours—Wage increase shorter hours & other.
PERSONAL SERVICES						
Côte des Neiges Cemetery, Montreal, Que.	Service Employees Union Loc. 298 (AFL-CIO/CLC)	150	150	450	July 30 —	Alleged dispute over workin conditions, job classification—
MISCELLANEOUS SERVICES						
Crane Rental Assoc. of Ontario, Toronto, Ont.	International Operating Engineers Loc. 793 (AFL-CIO/CLC)	200	2,400	2,400	July 16 —	Not reported—
Public Administration						
LOCAL ADMINISTRATION						
Corporation of the Municipality of Maple Ridge, B.C. Maple Ridge, B.C.	Public Employees Loc. 622 (CLC)	136	140	1,570	June 15 July 4	Wages, hours—Improved bene fits.
City of Hamilton, Hamilton, Ont.	Public Employees Loc. 5 (CLC)	800	12,800	12,800	July 10 —	Wages—
City of Hamilton, Hamilton, Ont.	Public Employees Loc. 167 (CLC)	400	400	400	July 13 July 14	Support of 30 suspended work ers that did not cross picke lines—Return of workers.
City of Hamilton, Hamilton, Ont.	Public Employees (CLC)	600	1,200	1,200	July 30 —	Wages—

*Federal Jurisdiction

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